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**PROVISIONS IN COLLECTIVE AGREEMENTS IN
CANADA COVERING 200 AND MORE EMPLOYEES**

Manufacturing Industries

JULY 1981

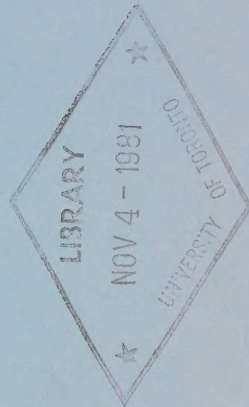
**DISPOSITIONS DES CONVENTIONS
COLLECTIVES AU CANADA GROUPANT 200
EMPLOYÉS OU PLUS**

Secteur Manufacturier

JUILLET 1981

Travail
Canada

Labour
Canada



117

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JUILLET 1981

Collective Bargaining
Labour Data
Négociation collective
Données sur le travail



Labour Canada
Travail Canada

Published by Authority of the
Honourable Gerald A. Regan,
Minister of Labour,
Government of Canada

Publié en vertu de l'autorisation de
l'honorable Gerald A. Regan,
ministre du Travail,
Gouvernement du Canada

Additional copies of the publication may be obtained
from

Collective Bargaining Division,
Labour Data Branch,
Labour Canada,
Ottawa, Ontario
K1A 0J2

(819) 997-3890

Pour obtenir d'autres exemplaires de la publication,
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Division de la négociation collective
Direction des données sur le travail
Travail Canada
Ottawa (Ontario)
K1A 0J2

(819) 997-3890

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1981

Cat. No. L-82-31/5-1981
ISBN 0-662-51529-3

No de cat. L-82-31/5-1981
ISBN 0-662-51529-3

Printed in Canada

Imprimé au Canada

FOREWORD

This report provides information on provisions in collective agreements in Canadian manufacturing industries, as of July 1981. The data are presented for each of the 20 manufacturing industries and for manufacturing as a whole.

The collective agreements analyzed for this report are those covering 200 or more employees. The findings, therefore, do not necessarily reflect practices in smaller bargaining units or in non-union areas.

This report is the second of a new series that will contain an analysis of provisions in agreements in the size group 200 and over. It was prepared by Mr. L.K. Advani, assisted by Mr. F. West and Mr. G. Léger, under the general supervision of Mr. W.C. Baxter, Chief of the Collective Bargaining Division.

AVANT-PROPOS

Les données de ce rapport, touchant les industries manufacturières au Canada, sont tirées des conventions collectives en vigueur au mois de juillet 1981 et s'adressant à chacun des 20 secteurs manufacturiers ainsi qu'à l'ensemble de l'industrie manufacturière.

Les conventions collectives analysées aux fins de ce rapport regroupent deux cents employés et plus. Les conclusions ne reflètent donc pas nécessairement les pratiques des unités de négociation plus petites ni celles dans les entreprises non-syndiquées.

Ce rapport vient en tête d'une nouvelle série qui comprend l'analyse des dispositions de conventions collectives de 200 employés et plus et a été préparé par M. L.K. Advani avec le concours de M. F. West et M. G. Léger, sous la direction générale de M. W.C. Baxter, chef de la Division de la négociation collective.

V. Johnston

Director - Directeur

Labour Data Branch - Données sur le travail

August/aout 1981

TABLE OF CONTENTS - TABLE DES MATIÈRES

Page

1	Collective Agreement Coverage by Province Répartition des conventions collectives selon la province	1
2	Collective Agreement Coverage by Term of Agreement Répartition des conventions collectives selon la période d'application	2
3	Collective Agreement Coverage by Size of Bargaining Unit Répartition des conventions collectives selon la taille du groupe de négociation	3
UNION SECURITY - SÉCURITÉ SYNDICALE		
4	Union Security Sécurité syndicale	4
5	Check-off Retenue syndicale	6
EMPLOYEE SECURITY - SÉCURITÉ D'EMPLOI		
6	Probationary Period Période probatoire	8
7	Special Seniority For Union Officials and/or Employees With Special Skills Ancienneté privilégiée pour employés avec aptitudes spéciales et/ou pour représentants syndicaux ..	10
8	Seniority on Promotion Avancement suivant l'ancienneté	11
9	Seniority on Lay-off Mise à pied suivant l'ancienneté	12
10	Retention of Seniority During Lay-off Conservation des droits d'ancienneté durant les périodes de mise à pied	13

	<u>Page</u>
11 Retention of Seniority During Illness Conservation des droits d'ancienneté durant la maladie	15
12 Bumping Rights Droits de déplacement	17
13 Notice of Lay-off Avis de mise à pied	18
14 Recall Procedure Procédure de rappel	21
15 Distribution of Work During Slack Periods Répartition du travail durant les périodes de ralentissement de l'activité	22
16 Severance Pay and Supplementary Unemployment Benefits (S.U.B.) Indemnité de cessation d'emploi et prestations supplémentaires de chômage	23
17 Posting of Job Vacancies Affichage des postes vacants	24
GRIEVANCE PROCEDURE - PROCÉDURE DE RÈGLEMENT DES GRIEFS	
18 Initial Grievance Presentation Présentation des griefs au premier palier	26
19 Special Grievance Procedure in Dismissal Cases Procédure particulière d'examen des griefs dans les cas de congédiement	28
COMPENSATION - RÉMUNÉRATION	
20 Compensation for Grievance Work Rémunération pour la période consacrée au règlement de griefs	29

21	Compensation of Union Officials in Negotiation of Collective Agreement Rémunération des représentants syndicaux occupés à la négociation d'une convention collective	31
----	---	----

ARBITRATION - ARBITRAGE

22	Arbitration - Number of Arbitrators Arbitrage - Nombre d'arbitres	33
----	--	----

DAYS AND HOURS OF WORK - JOURS ET HEURES DE TRAVAIL

23	Normal Workweek (Days per Week) Semaine normale de travail (nombre de jours par semaine)	35
24	Daily Hours Durée journalière du travail	37
25	Weekly Hours Durée hebdomadaire du travail	40

OVERTIME - HEURES SUPPLÉMENTAIRES

26	Overtime Compensation After Normal Daily Hours of Work Rémunération des heures supplémentaires effectuées en sus de la journée normale de travail	43
27	Overtime Compensation After Normal Weekly Hours of Work Rémunération des heures supplémentaires après la semaine normale de travail	46
28	Special Provision for Overtime Compensation on Saturday or Sixth Day (Not Normally Worked) Rémunération des heures supplémentaires effectuées le samedi ou le 6 ^e jour (normalement chômé)	49
29	Special Provision for Overtime Compensation on Sunday or Seventh Day (Not Normally Worked) Rémunération des heures supplémentaires effectuées le dimanche ou le 7 ^e jour (normalement chômé) ..	52

	<u>Page</u>
30 Right to Refuse Overtime Droit de refuser les heures supplémentaires	55
31 Equitable Distribution of Overtime Among Employees Répartition équitable des heures supplémentaires entre les employés	57
PREMIUM PAY - PRIMES	
32 Shift Premium (Second Shift) Prime de deuxième quart	59
33 Shift Premium (Third Shift) Prime de troisième quart	62
34 Premium Rates for Work on Paid Holidays Prime pour le travail effectué les jours fériés payés	65
PAY GUARANTEES - RÉMUNÉRATION GARANTIE	
35 Guaranteed Employment or Earnings Emploi ou revenu garanti	68
36 Reporting Pay for Regularly Scheduled Work Indemnité de présence - horaire régulier	70
37 Call-in (Back) Pay Guarantee Indemnité de rappel garantie	72
38 Portal-to-Portal Salaire à la démarcation	76
39 Stand-by Pay Prime de disponibilité	77

	<u>Page</u>
40 Cost-of-Living Allowance Indemnité de vie chère	79
41 Wage Incentive Primes au rendement	80
42 Pay Guarantee During Machinery Breakdown or Adverse Weather Conditions Garantie de salaire à l'occasion d'intempéries ou de pannes d'équipement	82
PAID HOLIDAYS - JOURS FÉRIÉS PAYÉS	
43 Number of Paid Holidays per Year Nombre de jours fériés payés par année	83
44 Eligibility for Paid Holidays (Minimum Service) Admissibilité aux jours fériés payés (temps de service minimum)	86
45 Eligibility for Paid Holidays (Other Requirements) Admissibilité aux jours fériés payés (autres critères)	88
46 Paid Holiday Falling on Saturday or 6th Day (not normally worked) Jours fériés payés tombant le samedi ou le 6 ^e jour (normalement chômé)	90
47 Paid Holiday Falling on Sunday or 7th Day (not normally worked) Jours fériés payés tombant le dimanche ou le 7 ^e jour (normalement chômé)	92
PAID VACATION - CONGÉ ANNUEL PAYÉ	
48 Paid Vacation - Selection Vacances payées - choix	94
49 Annual Paid Vacation of 3 Weeks - Length of Service Required to Qualify Congé annuel payé de 3 semaines - temps de service requis	95

50	Annual Paid Vacation of 4 Weeks - Length of Service Required to Qualify Congé annuel payé de 4 semaines - temps de service requis	97
51	Annual Paid Vacation of 5 Weeks - Length of Service Required to Qualify Congé annuel payé de 5 semaines - temps de service requis	99
52	Annual Paid Vacation of 6 Weeks - Length of Service Required to Qualify Congé annuel payé de 6 semaines - temps de service requis	101
53	Paid Vacation - More than 6 Weeks Congé annuel payé de plus de 6 semaines	103
54	Carry-over of Vacation Credits Report des congés annuels	104
55	Pre-retirement Vacation Congé de pré-retraite	105
56	Special Payments Bonis spéciaux	107
LEAVE OF ABSENCE - CONGÉ AUTORISÉ		
57	Paid Leave of Absence - Death in Immediate Family Congé autorisé payé - décès dans la famille immédiate	108
58	Paid Leave of Absence - Death of Other Relatives Congé autorisé payé - décès d'autres parents	110
59	Paid Leave of Absence - Marriage Congé autorisé payé - mariage	112
60	Paid Leave of Absence - Childbirth Congé autorisé payé - naissance	114

	<u>Page</u>
61 Paid Leave of Absence - Adoption Congé autorisé payé - adoption	116
62 Paid Leave of Absence - Jury Duty and/or Court Appearance Congé autorisé payé - fonctions judiciaires (juré ou témoin)	118
63 Leave of Absence - Education Congé autorisé payé - études	120
64 Leave of Absence - Union Business Congé autorisé - affaires syndicales	122
ALLOWANCES - BÉNÉFICES MARGINAUX	
65 Paid Wash-up Time Temps de toilette rémunéré	124
66 Rest Periods Pauses	126
67 Moving Expenses (Not Related to Technological Change) Frais de déménagement (non liés à des changements technologiques)	128
OTHER BENEFITS - AUTRES BÉNÉFICES	
68 Clothing and/or Uniforms Vêtements et uniformes	130
69 Supply of Tools Fourniture d'outils	131
70 Safety Equipment Équipement de sécurité	133

71	Training or Retraining (Not Related to Technological Change) Formation ou recyclage (non lié aux changements technologiques)	135
72	Industrial Safety Sécurité industrielle	137

MATERNITY LEAVE - CONGÉ DE MATERNITÉ

73	Maternity Leave: Seniority Congé de maternité: ancienneté	138
74	Maternity Leave: Pay Congé de maternité: rémunération	140
75	Maternity Leave: Specified Time Before and After Date of Birth Durée du congé de maternité avant et après l'accouchement	142

TECHNOLOGICAL CHANGE - CHANGEMENTS TECHNOLOGIQUES

76	Advance Notice and/or Consultation with Employee and/or Union Prior to the Introduction of New Methods of Production Préavis et/ou consultation des employés et/ou du syndicat avant l'introduction de nouvelles méthodes de production	144
77	Training or Retraining Provided in Case of Technological Change Formation ou recyclage offerts à l'occasion de changements technologiques	146
78	Labour-Management Committee (Technological Change) Comité patronal-syndical (changements technologiques)	147
79	Wage and Employment Security (Technological Change) Garanties de salaire et d'emploi (changements technologiques)	148
80	Notice of Lay-off (Technological Change) Avis de mise à pied (changements technologiques)	150

MISCELLANEOUS PROVISIONS - DIVERSES DISPOSITIONS

81	Moonlighting Double emploi	151
82	Contracting Out Contrats à forfait	152
83	Reopener Clause Clause de réouverture	154
84	Older and/or Handicapped Workers Travailleurs âgés et/ou handicapés	155
HEALTH AND WELFARE - SANTÉ ET BIEN-ÊTRE		
85	Basic Medicare - Employer's Contribution Régime d'assurance-maladie de base - Contribution de l'employeur	157
86	Extended Health Benefits - Employer's Contribution Régime d'assurance-maladie complémentaire - Contribution de l'employeur	159
87	Dental Plan - Employer's Contribution Régime de soins dentaires - Contribution de l'employeur	161
88	Duration of Sickness Weekly Indemnity Durée de la période de versement des indemnités hebdomadaires	163
89	Amount of Sickness Weekly Indemnity Montant de l'indemnité hebdomadaire	165
90	Days of Paid Sick Leave (Per Year) Jours de maladie payés (par année)	167

	<u>Page</u>
91 Accumulation of Unused Sick Leave Accumulation des jours de congé-maladie inutilisés	169
92 Reimbursement of Unused Sick Leave on Termination of Employment Remboursement des congés de maladie non utilisés au moment de la cessation d'emploi	171
93 Reimbursement of Unused Sick Leave on Retirement Remboursement des congés de maladie non utilisés au moment de la retraite	173
94 Long-term Disability - Employer's Contribution Invalidité à long terme - Contribution de l'employeur	175
NOTES	177

The collective agreement provisions in this report were in effect as of July 1981 and cover a total of 587 064 employees in 848 bargaining units of 200 or more employees.

The first three tables provide summary information on the collective agreements according to the size of the bargaining units, the location by province and the agreement duration. The remaining tables show the number of agreements and the number of employees covered, by industry, for 91 collective agreement provisions covering 18 subject areas, such as union security, employee security, holidays, vacations, health and welfare benefits.

The industries covered by this report, as defined in the Standard Industrial Classification Manual published by Statistics Canada include:

1. Food & Beverage
2. Tobacco Products
3. Rubber & Plastics
4. Leather Industries
5. Textile Industries
6. Knitting Mills
7. Clothing Industries
8. Wood Industries
9. Furniture & Fixtures
10. Paper & Allied
11. Printing, Publishing & Allied

Les dispositions des conventions collectives publiées dans ce rapport sont entrées en vigueur en juillet 1981 et s'appliquent à 587 064 employés membres de 848 unités de négociation qui comptent chacune 200 employés ou plus.

Les trois premiers tableaux présentent un résumé de renseignements sur les conventions collectives, en l'occurrence la taille des unités de négociation, le lieu par province et la durée d'application. Les autres tableaux indiquent par industrie, le nombre de conventions et d'employés visés, à l'égard de 91 dispositions de conventions collectives regroupées sous 18 titres tel que la sécurité syndicale, la sécurité d'emploi, les jours fériés, les congés annuels et les avantages sociaux.

Les secteurs industriels visés dans ce rapport, tel que définis dans la publication de Statistique Canada intitulée "Classification-type des industries" sont les suivants:

1. Aliments
2. Tabac (produits)
3. Caoutchouc et plastiques
4. Cuir
5. Textile
6. Bonneterie
7. Vêtement
8. Bois
9. Meubles et installations fixes
10. Papier et industries connexes
11. Imprimerie, édition et industries connexes

12. Primary Metal
13. Metal Fabricating
14. Machinery Industries
15. Transportation Equipment
16. Electrical Products
17. Non-Metal Mineral Products
18. Petroleum & Coal Products
19. Chemical & Chemical Products
20. Miscellaneous Manufacturing

It should be noted that because of eligibility requirements in some of the provisions, the number of employees shown may not represent the number actually entitled to receive the benefits of a provision at the time of the study.

The term "No Provision" in the tables means that there is no such provision provided for in the collective agreement. This does not necessarily mean that there is no such benefit available to the employees, as it may be provided outside the terms of the agreement. The notes following the tables explain certain terms used in the study.

12. Métaux extraction
13. Usinage des métaux
14. Machines
15. Matériel de transport
16. Produits électriques
17. Produits minéraux non métalliques
18. Produits du pétrole et du charbon
19. Produits chimiques
20. Diverses industries manufacturières

Il est à noter qu'à cause des conditions d'éligibilité de certaines dispositions, le nombre d'employés indiqué peut ne pas représenter le nombre réel d'employés éligibles aux avantages de la disposition au moment où l'étude a été effectuée.

Dans les tableaux, l'expression "aucune disposition" signifie qu'il n'existe aucune disposition de cette nature dans la convention collective mais elle n'écarte pas la possibilité que, de fait, les employés bénéficient d'un tel avantage. Celui-ci peut exister, mais être soumis à des conditions échappant à la portée de la convention elle-même. Les notes au bas des tableaux expliquent certains termes utilisés dans cette étude.

Table 1 - Tableau 1

Collective Agreement Coverage by Province Répartition des conventions collectives selon la province					
Province	Agreements Conventions		Employees Covered Employés visés		Province
	Number - Nombre	%	Number - Nombre	%	
Newfoundland	7	0.8	6 645	1.1	Terre-Neuve
Nova Scotia	14	1.7	8 500	1.5	Nouvelle-Écosse
New Brunswick	21	2.5	8 070	1.4	Nouveau-Brunswick
Quebec	238	28.1	153 172	26.1	Québec
Ontario	426	50.2	278 358	47.4	Ontario
Manitoba	19	2.2	9 389	1.6	Manitoba
Saskatchewan	5	0.6	2 180	0.4	Saskatchewan
Alberta	26	3.1	9 350	1.6	Alberta
British Columbia	73	8.6	83 030	14.1	Colombie-Britannique
More Than One Province	19	2.2	28 370	4.8	Plus d'une province
Total	848		587 064		Total

Table 2 - Tableau 2

Collective Agreement Coverage by Term of Agreement Répartition des conventions collectives selon la période d'application					
Term of Agreement	Agreements - Conventions		Employees Covered - Employés visés		Période d'application
	Number - Nombre	%	Number - Nombre	%	
Under 18 months	26	3.1	14 455	2.5	Moins de 18 mois
18 - 29 months	492	58.0	278 295	47.4	De 18 à 29 mois
30 months and over	330	38.9	294 314	50.1	30 mois et plus
Total	848		587 064		Total

Table 3 - Tableau 3

Collective Agreement Coverage by Size of Bargaining Unit Répartition des conventions collectives selon la taille du groupe de négociation					
Employees per Bargaining Unit	Agreements Conventions		Employees Covered Employés visés		Nombre d'employés dans le groupe de négociation
	Number - Nombre	%	Number - Nombre	%	
200 - 499	538	63.4	158 534	27.0	200 - 499
500 - 750	156	18.4	92 305	15.7	500 - 750
751 - 1 000	59	7.0	52 535	8.9	751 - 1 000
1 001 - 1 500	44	5.2	54 545	9.3	1 001 - 1 500
1 501 - 2 000	18	2.1	32 285	5.5	1 501 - 2 000
2 001 - 3 000	9	1.1	22 245	3.8	2 001 - 3 000
3 001 - 4 000	8	0.9	28 420	4.8	3 001 - 4 000
4 001 - 5 000	3	0.4	13 875	2.4	4 001 - 5 000
5 001 - 10 000	8	0.9	54 385	9.3	5 001 - 10 000
10 001 and over	5	0.6	77 935	13.3	10 001 et plus
Total	848		587 064		Total

TABLE 04 - TABLEAU 04

UNION SECURITY SECURITE SYNDICALE											
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		CLOSED SHOP ATELIER FERME		UNION SHOP ATELIER SYNDICAL		MODIFIED UNION SHOP ATELIER SYNDICAL MODIFIE.		
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING										IND. MANUFACTURIERES	
FOOD AND BEVERAGE	114	62 817	11	3 520	5	1 590	58	29 267	26	17 065	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	9	5 085	-	-	-	-	2	705	7	4 380	TABAC (PRODUITS)
RUBBER AND PLASTICS	26	13 300	3	895	-	-	16	9 230	5	2 640	CADUTOUC/PLASTIQUE
LEATHER INDUSTRIES	15	5 560	3	840	1	450	6	2 335	3	780	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	53	27 783	34	18 698	1	295	7	3 180	11	5 610	TEXTILE
KNITTING MILLS	7	1 860	2	570	2	470	1	365	2	455	BONNETERIE
CLOTHING INDUSTRIES	26	36 565	-	-	16	32 815	6	2 340	4	1 410	IND. DU VETEMENT
WOOD INDUSTRIES	29	48 945	-	-	1	215	16	34 355	11	14 115	INDUSTRIES DU BOIS
FURNITURE & FIXTURES	13	3 950	2	490	1	200	6	2 000	4	1 260	MEUBLES
PAPER AND ALLIED	123	67 125	8	4 325	12	5 465	53	26 085	48	30 795	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	20	9 975	-	-	10	5 090	4	1 680	5	2 975	IMPRIM./EDIT./CONN.
PRIMARY METAL	61	62 145	38	50 610	-	-	9	5 300	8	2 630	PREM. TRANSFORM. METAUX
METAL FABRICATING	78	27 475	27	8 865	1	200	31	11 125	15	6 255	FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	36	21 745	12	5 400	1	250	11	8 925	10	6 120	MACHINERIE
TRANSPORTATION EQUIP.	88	111 794	16	14 204	2	1 365	50	68 580	16	22 655	FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	63	45 600	35	30 800	-	-	16	9 295	7	3 635	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	31	12 915	4	1 875	1	250	10	5 475	15	4 970	PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	8	2 580	6	1 825	-	-	1	205	-	-	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	31	13 280	17	6 890	-	-	5	2 110	5	1 640	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	17	6 565	5	2 295	-	-	4	1 105	6	2 545	IND. MANUF. DIVERSES
TOTAL	848	587 064	223	152 102	54	48 655	312	223 662	208	131 935	TOTAL

TABLE 04 (CONT'D.)-TABLEAU 04 (SUITE)

UNION SECURITY SECURITE SYNDICALE						
GROUPING	MAINTENANCE OF MEMBERSHIP		OTHER AUTRES DISPOSITIONS		GROUPS	IND. MANUFACTURIERES
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV		
MANUFACTURING						
FOOD AND BEVERAGE	14	11 375	-	-		ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	-	-	-	-		TABAC (PRODUITS)
RUBBER AND PLASTICS	2	535	-	-		CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	2	1 155	-	-		INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	-	-	-	-		TEXTILE
KNITTING MILLS	-	-	-	-		BONNETERIE
CLOTHING INDUSTRIES	-	-	-	-		IND. DU VETEMENT
WOOD INDUSTRIES	1	260	-	-		INDUSTRIES DU BOIS
FURNITURE & FIXTURES	-	-	-	-		MEUBLES
PAPER AND ALLIED	2	455	-	-		PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	1	230	-	-		IMPRIM./EDIT./CONN.
PRIMARY METAL	6	3 605	-	-		PREM. TRANSFORM. METAUX
METAL FABRICATING	4	1 030	-	-		FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	2	1 050	-	-		MACHINERIE
TRANSPORTATION EQUIP.	4	4 990	-	-		FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	5	1 870	-	-		PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	1	345	-	-		PROD. MINIER NON-MET.
PETROLEUM & COAL PROD	1	550	-	-		CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	4	2 640	-	-		INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	2	620	-	-		IND. MANUF. DIVERSES
TOTAL	51	30 710	-	-		TOTAL

TABLE 05-TABLEAU 05

[illegible]

TABLE 05 (CONT'D.)-TABLEAU 05 (SUITE)

CHECK-OFF RETENUE SYNDICALE						
GROUPING	COMPULSORY CHECK -OFF FOR UNION MEMBERS ONLY	OTHER AUTRES DISPOSITIONS		AGMTS CONV	WORKERS TRAV	GROUPE
	RETENUE OBLIGA- TOIRE POUR SYN- DIQUES SEULS					
GROUPING	AGMTS CONV	WORKERS TRAV				
MANUFACTURING						IND. MANUFACTURIERES
FOOD AND BEVERAGE	50	26 325	-	-	-	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	5	2 650	-	-	-	TABAC (PRODUITS)
RUBBER AND PLASTICS	13	7 265	-	-	-	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	9	3 965	-	-	-	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	11	4 650	-	-	-	TEXTILE
KNITTING MILLS	3	835	-	-	-	BONNETERIE
CLOTHING INDUSTRIES	23	35 265	-	-	-	IND. DU VETEMENT
WOOD INDUSTRIES	21	35 575	-	-	-	INDUSTRIES DU BOIS
FURNITURE & FIXTURES	7	2 200	-	-	-	MEUBLES
PAPER AND ALLIED	48	22 425	-	-	-	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	13	6 675	-	-	-	IMPRIM./EDIT./CONN.
PRIMARY METAL	9	3 865	-	-	-	PREM. TRANSFORM. METAUX
METAL FABRICATING	29	8 950	-	-	-	FABRIC. -PROD. METAUX
MACHINERY INDUSTRIES	7	2 075	-	-	-	MACHINERIE
TRANSPORTATION EQUIP.	46	58 890	-	-	-	FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	15	8 755	-	-	-	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	9	4 495	-	-	-	PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	1	205	-	-	-	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	4	1 080	-	-	-	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	8	2 405	-	-	-	IND. MANUF. DIVERSES
TOTAL	331	238 550	-	-	-	TOTAL

TABLE 06-TABLEAU 06

[illegible]

TABLE 06 (CONT'D.)-TABLEAU 06 (SUITE)

PROBATIONARY PERIOD PERIODE PROBATOIRE									
GROUPING	MORE THAN 3 MOS UP TO 4 MONTHS INCLUSIVE		MORE THAN 4 MOS UP TO 5 MONTHS INCLUSIVE		MORE THAN 5 MOS UP TO 6 MONTHS INCLUSIVE		MORE THAN 6 MOS PLUS DE 6 MOIS		OTHER AUTRES DISPOSITIONS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	3	955	4	1 540	3	825	-	-	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	-	-	-	-	-	-	-	-	TABAC (PRODUITS)
RUBBER AND PLASTICS	3	1 340	-	-	1	800	-	-	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	-	-	-	-	-	-	-	-	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	1	260	-	-	-	-	-	-	TEXTILE
KNITTING MILLS	-	-	-	-	-	-	-	-	BONNETERIE
CLOTHING INDUSTRIES	1	400	-	-	1	300	-	-	IND. DU VETEMENT
WOOD INDUSTRIES	-	-	-	-	-	-	-	-	INDUSTRIES DU BOIS
FURNITURE & FIXTURES	-	-	-	-	-	-	-	-	MEUBLES
PAPER AND ALLIED	3	1 300	1	420	-	-	-	-	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	-	-	1	270	1	2 200	-	-	IMPRIM./EDIT./CONN.
PRIMARY METAL	6	7 330	1	530	1	200	-	-	PREM.-TRANSFORM. METAUX
METAL FABRICATING	-	-	-	-	1	245	-	-	FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	2	810	-	-	2	585	-	-	MACHINERIE
TRANSPORTATION EQUIP.	1	800	6	29 560	-	-	-	-	FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	2	1 135	1	2 020	3	1 720	-	-	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	-	-	-	-	-	-	-	-	PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	2	685	1	325	4	1 365	1	205	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	3	1 420	1	290	2	645	-	-	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	1	205	1	1 275	1	200	-	-	IND. MANUF. DIVERSES
TOTAL	28	16 640	17	36 230	20	9 085	1	205	TOTAL

TABLE 07-TABEAU 07

SPECIAL SENIORITY FOR UNION OFFICIALS AND/OR EMPLOYEES WITH SPECIAL SKILLS ANCIENNETÉ PRIVILÉGIÉE POUR EMPLOYES AVEC APTITUDES SPÉCIALES ET/OU POUR REPRESENTANTS SYNDICAUX										
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		EMPLOYEES WITH SPECIAL SKILLS EMPLOYES POSSE- DANT APTITUDES SPÉCIALES		UNION OFFICIALS REPRESENTANTS SYNDICAUX		COMBINATION: SPECIAL SKILLS & UNION OFFICIALS COMBINAISON: APTITUDES SPÉC. & REPR. SYNDICAUX	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
MANUFACTURING										IND. MANUFACTURIÈRES
FOOD AND BEVERAGE										ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	114	62 817	79	40 882	7	4 620	26	16 665	2	650
RUBBER AND PLASTICS	9	5 085	3	1 465	2	1 425	3	1 740	1	455
LEATHER INDUSTRIES	26	13 300	12	5 760	1	300	11	6 755	2	485
TEXTILE INDUSTRIES	15	5 560	9	2 955	1	595	5	2 010	-	-
KNITTING MILLS	53	27 783	40	18 863	1	1 105	11	7 405	1	410
CLOTHING INDUSTRIES	7	1 860	4	1 045	-	-	3	815	-	-
WOOD INDUSTRIES	26	36 565	21	33 690	1	210	4	2 665	-	-
FURNITURE & FIXTURES	29	48 945	24	47 025	-	-	4	1 635	1	285
PAPER AND ALLIED	13	3 950	3	835	-	-	10	3 115	-	-
PRINT/PUBLISH/ALLIED	123	67 125	110	60 500	3	1 135	8	3 535	2	1 955
PRIMARY METAL	20	9 975	19	9 660	-	-	1	315	-	-
METAL FABRICATING	61	62 145	33	32 110	5	2 895	21	25 875	2	1 265
MACHINERY INDUSTRIES	78	27 475	31	10 870	3	725	43	15 485	1	395
TRANSPORTATION EQUIP.	36	21 745	9	4 440	2	720	21	15 390	4	1 195
ELECTRICAL PRODUCTS	88	111 794	18	12 714	4	1 760	59	92 305	7	5 015
NONMETAL MINERAL PROD	63	45 600	11	4 400	3	2 430	43	33 720	6	5 050
PETROLEUM & COAL PROD	31	12 915	11	3 075	2	475	14	7 740	4	1 625
CHEMICAL & CHEM. PROD	8	2 580	8	2 580	-	-	-	-	-	-
MISC. MANUFACTURING	31	13 280	21	7 260	1	260	8	5 325	1	435
	17	6 565	7	3 230	-	-	10	3 335	-	-
TOTAL	848	587 064	473	303 359	36	18 655	305	245 830	34	19 220
										TOTAL

TABLE 08-TABLEAU 08

SENIORITY ON PROMOTION AVANCEMENT SELON L'ANCIENNETE									
	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		STRAIGHT SENIORITY ANCIENNETE SIMPLE		SENIORITY AND OTHER FACTORS ANCIENNETE AVEC AUTRES FACTEURS		STRAIGHT SENIOR. IF OTHER FACTORS EQUAL/SUFFICIENT ANCIENNETE SEULE SI AUTRES FACT. EQUIV. OU SUFF.
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
GROUPING	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	GROUPE
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	2	1 250	4	1 650	45	26 162	63
TOBACCO PRODUCTS	9	5 085	-	-	1	250	2	1 290	6
RUBBER AND PLASTICS	26	13 300	3	1 040	1	200	6	3 665	16
LEATHER INDUSTRIES	15	5 560	2	1 090	-	-	4	1 335	9
TEXTILE INDUSTRIES	53	27 783	1	200	1	240	23	16 230	28
KNITTING MILLS	7	1 860	1	210	-	-	1	230	5
CLOTHING INDUSTRIES	26	36 565	19	33 575	-	-	4	1 065	3
WOOD INDUSTRIES	29	48 945	1	250	-	-	15	44 070	13
FURNITURE & FIXTURES	13	3 950	1	200	-	-	6	1 685	2
PAPER AND ALLIED	123	67 125	-	-	4	7 250	48	25 480	71
PRINT/PUBLISH/ALLIED	20	9 975	11	5 230	-	-	2	860	7
PRIMARY METAL	61	62 145	1	290	1	370	24	17 360	35
METAL FABRICATING	78	27 475	3	835	-	-	28	10 975	47
MACHINERY INDUSTRIES	36	21 745	3	1 480	-	-	15	12 950	18
TRANSPORTATION EQUIP.	88	111 794	8	7 575	4	2 625	34	49 834	42
ELECTRICAL PRODUCTS	63	45 600	6	3 825	3	1 200	28	24 075	26
NONMETAL MINERAL PROD	31	12 915	-	-	-	-	14	6 045	17
PETROLEUM & COAL PROD	8	2 580	-	-	-	-	4	1 305	4
CHEMICAL & CHEM. PROD	31	13 280	1	225	1	480	14	7 140	15
MISC. MANUFACTURING	17	6 555	-	-	-	-	6	3 315	11
TOTAL	848	587 064	63	57 275	20	14 265	323	255 071	442
									260 453

SENIORITY ON LAY-OFF
WISE A PIED SELON L'ANCIENNETE

GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		STRAIGHT SENIORITY ANCIENNETE SIMPLE		SENIORITY AND OTHER FACTORS ANCIENNETE AVEC AUTRES FACTEURS		STRAIGHT SENIOR. IF OTHER FACTORS EQUAL/SUFFICIENT		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING											IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	1	450	21	9 375	48	32 092	44	20 900	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	9	5 085	-	-	7	4 380	2	705	-	-	TABAC (PRODUITS)
RUBBER AND PLASTICS	26	13 300	1	510	4	1 340	10	8 180	11	3 270	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	15	5 560	1	840	2	485	6	1 775	6	2 460	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	53	27 783	2	495	15	7 378	20	13 925	16	5 985	TEXTILE
KNITTING MILLS	7	1 860	1	210	2	2 485	2	595	2	570	BONNETERIE
CLOTHING INDUSTRIES	26	36 565	9	6 550	7	25 675	7	3 480	3	860	IND. DU VETEMENT
WOOD INDUSTRIES	29	48 945	-	-	3	700	13	15 630	13	32 615	INDUSTRIES DU BOIS
FURNITURE & FIXTURES	13	3 950	-	-	1	200	5	1 710	7	2 040	MEUBLES
PAPER AND ALLIED	123	67 125	2	870	16	14 230	51	27 225	54	24 800	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	20	9 975	4	3 230	6	1 765	3	2 215	7	2 765	IMPRIM./EDIT./CONN.
PRIMARY METAL	61	62 145	-	-	6	3 665	29	21 085	26	37 395	PREM. TRANSFORM. METAUX
METAL FABRICATING	78	27 475	2	2 050	6	2 305	29	9 745	41	13 375	FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	36	21 745	-	-	3	970	20	13 630	13	7 145	MACHINERIE
TRANSPORTATION EQUIP.	88	111 794	1	359	19	35 330	42	58 270	26	17 835	FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	63	45 600	-	-	6	2 685	44	36 865	13	6 050	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	31	12 915	1	205	5	2 175	13	6 450	12	4 085	PROD. MIN. NON-MET.
PETROLEUM & COAL PROD	8	2 580	-	-	1	290	3	685	4	1 605	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	31	13 280	-	-	1	225	22	10 055	8	3 000	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	17	6 565	-	-	1	250	8	3 625	8	2 690	IND. MANUF. DIVERSES
TOTAL	848	587 064	25	15 769	132	113 908	377	267 942	314	189 445	TOTAL

TABLE 10-TABLEAU 10

CONSERVATION DES DROITS D'ANCIENNETE DURING LAYOFF RETENTION OF SENIORITY DURING LAYOFF									
MISE A PIED									
GROUPING	ALL AGREEMENTS		NO PROVISION		UP TO		MORE THAN 6 MOS		AGMTS CONV
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AND INCLUDING 6 MONTHS	WORKERS TRAV	UP TO 12 MONTHS INCLUSIVE	WORKERS TRAV	
TOUTES LES CONVENTIONS	JUSQU'A 6 MOIS INCLUSIVEMENT		PLUS DE 6 MOIS JUSQU'A 12 MOIS INCLUSIVEMENT		PLUS DE 12 MOIS JUSQU'A 18 MOIS INCLUSIVEMENT		AGMTS CONV		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	10	5 960	16	6 440	38	14 990	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	9	5 085	5	2 875	-	-	1	950	TABAC (PRODUITS)
RUBBER AND PLASTICS	26	13 300	1	200	-	-	2	515	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	15	5 560	1	840	-	-	10	3 420	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	53	27 783	1	200	1	355	15	6 770	TEXTILE
KNITTING MILLS	7	1 860	1	210	-	-	4	935	BONNETERIE
CLOTHING INDUSTRIES	26	36 565	20	33 355	1	300	2	1 035	IND. DU VETEMENT
WOOD INDUSTRIES	29	48 945	2	665	1	450	6	1 485	INDUSTRIES DU BOIS
FURNITURE & FIXTURES	13	3 950	1	210	-	-	10	3 095	MEUBLES
PAPER AND ALLIED	123	67 125	8	3 545	19	7 470	27	14 580	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	20	9 975	8	4 650	4	1 305	2	930	IMPRIM./EDIT./CONN.
PRIMARY METAL	61	62 145	1	200	1	4 105	7	3 000	PREM. TRANSFORM. METAUX
METAL FABRICATING	78	27 475	1	220	4	1 070	14	4 110	FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	36	21 745	-	-	-	-	6	2 610	MACHINERIE
TRANSPORTATION EQUIP.	88	111 794	2	759	1	1 700	12	9 840	FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	63	45 600	-	-	-	-	7	2 625	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	31	12 915	-	-	-	-	11	4 550	PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	8	2 580	1	290	1	225	4	1 605	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	31	13 280	1	260	-	-	12	4 080	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	17	6 565	-	-	1	200	4	2 240	IND. MANUF. DIVERSES
TOTAL	848	587 064	64	54 439	50	23 620	194	83 365	TOTAL
							82	80 905	

TABLE 10 (CONT'D.)-TABLEAU 10 (SUITE)

RETENTION OF SENIORITY DURING LAYOFF CONSERVATION DES DROITS D'ANCIENNETÉ DURANT LES PÉRIODES DE MISE À PIED									
GROUPING	MORE THAN 18 MOS UP TO 24 MONTHS INCLUSIVE		MORE THAN 24 MONTHS PLUS DE 24 MOIS		GRADUATED PER LENGTH OF SERVICE FONCTION DES ANNÉES DE SERVICE		LENGTH NOT SPECIFIED OR INDEFINITE PÉRIODE NON SPECIFIÉE OU INDEFINIE		OTHER AUTRES DISPOSITIONS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIÈRES
FOOD AND BEVERAGE	24	11 882	5	1 655	4	4 090	8	5 645	-
TOBACCO PRODUCTS	-	-	-	-	1	250	2	1 010	-
RUBBER AND PLASTICS	6	2 110	8	4 715	8	5 150	1	610	-
LEATHER INDUSTRIES	1	250	1	450	1	300	-	-	-
TEXTILE INDUSTRIES	18	8 923	3	2 690	10	6 415	-	-	-
KNITTING MILLS	2	715	-	-	-	-	-	-	-
CLOTHING INDUSTRIES	1	400	1	1 265	-	-	1	210	-
WOOD INDUSTRIES	3	1 285	1	205	4	8 160	1	260	-
FURNITURE & FIXTURES	2	645	-	-	-	-	-	-	-
PAPER AND ALLIED	24	17 505	4	1 725	13	6 440	2	940	-
PRINT/PUBLISH/ALLIED	-	-	2	2 190	-	-	2	430	-
PRIMARY METAL	20	17 190	10	20 180	18	13 185	2	3 740	-
METAL FABRICATING	29	10 055	18	7 445	7	2 865	1	200	-
MACHINERY INDUSTRIES	12	12 080	6	1 705	6	3 130	-	-	-
TRANSPORTATION EQUIP.	22	15 540	29	67 220	15	11 160	2	1 025	-
ELECTRICAL PRODUCTS	21	10 935	24	21 060	6	7 715	1	630	-
NONMETAL MINERAL PROD	7	2 560	4	1 470	5	2 735	1	250	-
PETROLEUM & COAL PROD	-	-	-	-	1	255	1	205	-
CHEMICAL & CHEM. PROD	5	2 240	6	2 820	4	2 700	-	-	-
MISC. MANUFACTURING	7	2 390	2	450	2	1 080	-	-	-
TOTAL	204	116 705	124	137 245	105	75 630	25	15 155	-

TABLE 11-TABLEAU 11

RETENTION OF SENIORITY DURING ILLNESS CONSERVATION DES DROITS D'ANCIENNETE PENDANT LA MALADIE									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		UP TO AND INCLUDING 6 MONTHS		MORE THAN 6 MOS UP TO 12 MONTHS INCLUSIVE		AGMTS CONV
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	24	11 490	4	7 410	5	4 195	1 195
TOBACCO PRODUCTS	9	5 085	1	455	-	-	1	950	-
RUBBER AND PLASTICS	26	13 300	2	400	1	500	4	1 215	-
LEATHER INDUSTRIES	15	5 560	3	1 345	-	-	3	1 785	-
TEXTILE INDUSTRIES	53	27 783	3	1 000	4	2 360	6	1 740	210
KNITTING MILLS	7	1 860	1	350	-	-	2	470	225
CLOTHING INDUSTRIES	26	36 565	9	8 350	4	1 890	8	23 695	-
WOOD INDUSTRIES	29	48 945	5	2 080	-	-	5	8 115	-
FURNITURE & FIXTURES	13	3 950	1	200	-	-	1	275	210
PAPER AND ALLIED	123	67 125	31	16 865	6	3 605	11	10 855	1 910
PRINT/PUBLISH/ALLIED	20	9 975	10	4 450	2	1 980	-	-	270
PRIMARY METAL	61	62 145	3	930	3	1 865	4	2 020	-
METAL FABRICATING	78	27 475	10	2 700	5	3 220	8	2 165	610
MACHINERY INDUSTRIES	36	21 745	3	1 490	1	500	6	5 020	220
TRANSPORTATION EQUIP.	88	111 794	7	6 869	6	21 465	5	2 530	1 790
ELECTRICAL PRODUCTS	63	45 600	1	200	1	1 150	7	4 410	325
NONMETAL MINERAL PROD	31	12 915	3	1 745	1	500	2	430	200
PETROLEUM & COAL PROD	8	2 580	1	290	1	225	-	-	-
CHEMICAL & CHEM. PROD	31	13 280	7	2 525	1	820	3	1 440	500
MISC. MANUFACTURING	17	6 565	-	-	2	1 005	2	465	-
TOTAL	848	587 064	125	63 734	42	48 495	83	71 775	7 665

TABLE 11 (CONT'D.)-TABLEAU 11 (SUITE)

RETENTION OF SENIORITY DURING ILLNESS CONSERVATION DES DROITS D'ANCIENNETE PENDANT LA MALADIE									
GROUPING	MORE THAN 18 MOS UP TO 24 MONTHS INCLUSIVE		MORE THAN 24 MONTHS		GRADUATED PER LENGTH OF SERVICE		LENGTH NOT SPECIFIED OR INDEFINITE		OTHER DISPOSITIONS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	13	4 872	6	6 110	1	230	23	13 375	13 940
TOBACCO PRODUCTS	-	-	-	-	-	-	6	3 445	235
RUBBER AND PLASTICS	3	1 995	4	1 485	4	3 340	6	3 560	805
LEATHER INDUSTRIES	-	-	4	1 160	-	-	3	765	505
TEXTILE INDUSTRIES	11	5 935	2	1 298	11	6 745	9	4 625	3 870
KNITTING MILLS	-	-	-	-	1	220	1	230	365
CLOTHING INDUSTRIES	1	400	1	1 265	1	255	2	710	-
WOOD INDUSTRIES	2	450	1	205	-	-	7	33 515	4 580
FURNITURE & FIXTURES	5	1 810	1	350	-	-	3	745	360
PAPER AND ALLIED	8	3 830	1	290	-	-	23	11 090	18 680
PRINT/PUBLISH/ALLIED	1	230	-	-	-	-	3	1 005	2 040
PRIMARY METAL	7	3 655	5	21 340	6	7 290	20	16 385	8 660
METAL FABRICATING	13	5 980	7	2 160	3	890	14	4 380	16
MACHINERY INDUSTRIES	4	6 805	4	1 765	1	235	8	2 540	5 370
TRANSPORTATION EQUIP.	7	3 695	16	36 630	4	2 135	15	17 660	3 170
ELECTRICAL PRODUCTS	10	4 665	17	15 865	3	995	14	14 640	26
NONMETAL MINERAL PROD	3	990	2	1 050	-	-	6	2 745	9 330
PETROLEUM & COAL PROD	-	-	-	-	-	-	3	830	5 255
CHEMICAL & CHEM. PROD	4	1 070	4	1 290	-	-	4	1 575	1 235
MISC. MANUFACTURING	3	790	-	-	-	-	5	3 105	4 060
TOTAL	95	47 172	75	92 263	35	22 335	175	136 925	96 700
									TOTAL

TABLE 12-TABLEAU 12

BUMPING RIGHTS DROITS DE DEPLACEMENT									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		UNRESTRICTED RIGHT TO BUMP AUCUNE RESTRICTION		RESTRICTED RIGHT TO BUMP DROIT RESTREINT		OTHER AUTRES DISPOSITIONS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	65	38 717	19	10 790	30	13 310	-
TOBACCO PRODUCTS	9	5 085	3	1 875	3	1 670	3	1 540	-
RUBBER AND PLASTICS	26	13 300	2	695	6	3 305	18	9 300	-
LEATHER INDUSTRIES	15	5 560	6	3 050	2	490	7	2 020	-
TEXTILE INDUSTRIES	53	27 783	8	3 755	13	9 540	32	14 488	-
KNITTING MILLS	7	1 860	6	1 635	-	-	1	225	-
CLOTHING INDUSTRIES	26	36 565	24	35 950	-	-	2	615	-
WOOD INDUSTRIES	29	48 945	12	42 095	7	2 335	10	4 515	-
FURNITURE & FIXTURES	13	3 950	8	1 965	2	1 005	3	980	-
PAPER AND ALLIED	123	67 125	43	22 450	39	19 565	41	25 110	-
PRINT/PUBLISH/ALLIED	20	9 975	13	6 130	2	495	5	3 350	-
PRIMARY METAL	61	62 145	11	19 605	19	18 885	31	23 655	-
METAL FABRICATING	78	27 475	29	10 585	12	3 980	37	12 910	-
MACHINERY INDUSTRIES	36	21 745	9	5 800	10	8 520	17	7 425	-
TRANSPORTATION EQUIP.	88	111 794	19	10 770	24	49 695	45	51 329	-
ELECTRICAL PRODUCTS	63	45 600	10	3 310	23	21 030	30	21 260	-
NONMETAL MINERAL PROD	31	12 915	7	3 325	11	3 915	13	5 675	-
PETROLEUM & COAL PROD	8	2 580	1	225	3	1 305	4	1 050	-
CHEMICAL & CHEM. PROD	31	13 280	10	4 740	6	2 995	15	5 545	-
MISC. MANUFACTURING	17	6 565	5	2 245	2	405	10	3 915	-
TOTAL	848	587 064	291	218 922	203	159 925	354	208 217	-

TABLE 13-TABLEAU 13

NOTICE OF LAYOFF AVIS DE MISE A PIED									
ALL AGREEMENTS TOUTES LES CONVENTIONS	NO PROVISION AUCUNE DISPOSITION		5 DAYS OR LESS 5 JOURS OU MOINS		6 TO 10 DAYS 6 A 10 JOURS		11 TO 15 DAYS 11 A 15 JOURS		GROUPING
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	52	26 925	45	27 742	11	4 990	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	9	5 085	2	1 490	5	2 600	1	760	TABAC (PRODUITS)
RUBBER AND PLASTICS	26	13 300	5	1 260	15	8 320	6	3 720	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	15	5 560	8	2 365	3	900	2	1 790	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	53	27 783	28	16 343	21	9 965	3	1 195	TEXTILE
KNITTING MILLS	7	1 860	2	445	5	1 415	-	-	BONNETERIE
CLOTHING INDUSTRIES	26	36 565	15	6 735	10	29 330	1	500	IND. DU VETEMENT
WOOD INDUSTRIES	29	48 945	15	44 250	13	4 315	1	380	INDUSTRIES DU BOIS
FURNITURE & FIXTURES	13	3 950	8	2 375	5	1 575	-	-	MEUBLES
PAPER AND ALLIED	123	67 125	85	43 245	21	14 895	10	4 610	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	20	9 975	6	2 985	9	5 250	2	445	IMPRIM./EDIT./CONN.
PRIMARY METAL	61	62 145	25	38 220	23	16 835	9	5 490	PREM. TRANSFORM. METAUX
METAL FABRICATING	78	27 475	25	7 040	46	16 375	4	1 505	FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	36	21 745	3	1 735	26	10 860	6	7 550	MACHINERIE
TRANSPORTATION EQUIP.	88	111 794	17	13 135	59	70 434	6	2 465	FABRIC. D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	63	45 600	6	3 880	45	35 480	8	3 460	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	31	12 915	6	1 520	20	9 290	4	1 405	PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	8	2 580	7	2 375	1	205	-	-	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	31	13 280	10	3 535	12	4 850	4	1 655	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	17	6 565	8	3 610	6	1 965	3	990	IND. MANUF. DIVERSES
TOTAL	848	587 064	333	223 468	390	272 601	81	42 910	TOTAL
							9	4 235	

TABLE 13 (CONT'D.)-TABLEAU 13 (SUITE)

NOTICE OF LAYOFF AVIS DE MISE A PIED									
GROUPING	16 TO 20 DAYS 16 A 20 JOURS		21 TO 25 DAYS 21 A 25 JOURS		26 TO 30 DAYS 26 A 30 JOURS		31 TO 40 DAYS 31 A 40 JOURS		41 TO 60 DAYS 41 A 60 JOURS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	-	-	-	-	-	-	2	1 040	-
TOBACCO PRODUCTS	-	-	-	-	-	-	-	-	-
RUBBER AND PLASTICS	-	-	-	-	-	-	-	-	-
LEATHER INDUSTRIES	-	-	-	-	-	-	-	-	-
TEXTILE INDUSTRIES	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-
CLOTHING INDUSTRIES	-	-	-	-	-	-	-	-	-
WOOD INDUSTRIES	-	-	-	-	-	-	-	-	-
FURNITURE & FIXTURES	-	-	-	-	-	-	-	-	-
PAPER AND ALLIED	-	-	1	310	2	415	-	-	-
PRINT/PUBLISH/ALLIED	-	-	-	-	-	-	-	-	-
PRIMARY METAL	-	-	-	-	-	-	-	-	-
METAL FABRICATING	-	-	-	-	-	-	-	-	-
MACHINERY INDUSTRIES	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP.	1	395	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	-	-	-	-	-
NONMETAL MINERAL PROD	-	-	-	-	-	-	-	-	-
PETROLEUM & COAL PROD	-	-	-	-	1	1 600	-	-	-
CHEMICAL & CHEM. PROD	-	-	-	-	-	-	-	-	-
MISC. MANUFACTURING	-	-	-	-	-	-	-	-	-
TOTAL	1	395	1	310	3	2 015	2	1 040	-
									TOTAL

TABLE 13 (CONT'D.)-TABLEAU 13 (SUITE)

NOTICE OF LAYOFF AVIS DE MISE A PIED									
	61 DAYS OR MORE 61 JOURS OU PLUS		GRADUATED ECHELONNES		OTHER AUTRES DISPOSITIONS				
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
GROUPING							GROUPE		
MANUFACTURING							IND. MANUFACTURIERES		
FOOD AND BEVERAGE	-	-	1	260	3	1 860	ALIMENTS ET BOISSONS		
TOBACCO PRODUCTS	-	-	-	-	-	-	TABAC (PRODUITS)		
RUBBER AND PLASTICS	-	-	-	-	-	-	CAOUTCHOUC/PLASTIQUE		
LEATHER INDUSTRIES	-	-	-	-	2	505	INDUSTRIES DU CUIR		
TEXTILE INDUSTRIES	-	-	-	-	1	280	TEXTILE		
KNITTING MILLS	-	-	-	-	-	-	BONNETERIE		
CLOTHING INDUSTRIES	-	-	-	-	-	-	IND. DU VETEMENT		
WOOD INDUSTRIES	-	-	-	-	-	-	INDUSTRIES DU BOIS		
FURNITURE & FIXTURES	-	-	-	-	-	-	MEUBLES		
PAPER AND ALLIED	-	-	-	-	-	-	PAPIER/IND. CONNEXES		
PRINT/PUBLISH/ALLIED	1	225	-	-	1	1 680	IMPRIM./EDIT./CONN.		
PRIMARY METAL	-	-	-	-	-	-	PREM. TRANSFORM. METAUX		
METAL FABRICATING	-	-	1	325	2	925	FABRIC.-PROD. METAUX		
MACHINERY INDUSTRIES	-	-	-	-	2	150	MACHINERIE		
TRANSPORTATION EQUIP.	-	-	-	-	1	600	FABRIC.D'EQUIP. TRANS.		
ELECTRICAL PRODUCTS	-	-	-	-	4	25 160	PRODUITS ELECTRIQUES		
NONMETAL MINERAL PROD	-	-	3	1 670	1	1 110	PROD. MINIER NON-MET.		
PETROLEUM & COAL PROD	-	-	1	700	-	-	CHARBON/PROD. PETROL.		
CHEMICAL & CHEM. PROD	-	-	-	-	-	-	INDUSTRIE CHIMIQUE		
MISC. MANUFACTURING	-	-	-	-	4	1 640	IND. MANUF. DIVERSES		
TOTAL	1	225	6	2 955	21	36 910	TOTAL		

TABLE 14-TABLEAU 14

RECALL PROCEDURE PROCEDURE DE RAPPEL											
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		STRAIGHT SENIORITY ANCIENNETE SIMPLE		SENIORITY AND OTHER FACTORS ANCIENNETE ET AUTRES FACTEURS		STRAIGHT SENIOR. IF OTHER FACTORS EQUAL/SUFFICIENT ANCIENNETE SEULE SI AUTRES FACT. EQUIV. OU SUFF.		
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING										IND. MANUFACTURIERES	
FOOD AND BEVERAGE	114	62 817	9	4 420	25	11 975	35	25 082	45	21 340	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	9	5 085	-	-	6	3 840	3	1 245	-	-	TABAC (PRODUITS)
RUBBER AND PLASTICS	26	13 300	-	-	4	1 130	12	9 035	10	3 135	CADOUTCHOUQ/PLASTIQUE
LEATHER INDUSTRIES	15	5 560	-	-	3	715	5	2 085	7	2 760	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	53	27 783	4	1 240	6	2 058	24	17 445	19	7 040	TEXTILE
KNITTING MILLS	7	1 860	1	210	2	490	2	590	2	570	BONNETERIE
CLOTHING INDUSTRIES	26	36 565	14	19 400	5	14 175	5	2 330	2	660	IND. DU VETEMENT
WOOD INDUSTRIES	29	48 945	-	-	3	700	14	43 630	12	4 615	INDUSTRIES DU BOIS
FURNITURE & FIXTURES	13	3 950	-	-	2	475	5	1 705	6	1 770	MEUBLES
PAPER AND ALLIED	123	67 125	6	3 705	16	9 905	55	32 625	46	20 890	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	20	9 975	7	3 970	5	2 180	3	2 215	5	1 610	IMPRIM./EDIT./CONN.
PRIMARY METAL	61	62 145	1	200	10	9 540	28	19 965	22	32 440	PREM. TRANSFORM. METAUX
METAL FABRICATING	78	27 475	2	2 050	7	2 525	28	9 410	41	13 490	FABRIC. -PROD. METAUX
MACHINERY INDUSTRIES	36	21 745	-	-	6	2 770	19	13 245	11	5 730	MACHINERIE
TRANSPORTATION EQUIP.	88	111 794	3	2 269	20	35 480	41	57 485	24	16 560	FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	63	45 600	1	700	6	2 685	43	36 225	13	5 990	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	31	12 915	-	-	3	1 075	16	7 755	12	4 085	PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	8	2 580	1	290	1	300	3	685	3	1 305	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	31	13 280	4	1 380	3	1 005	19	8 965	5	1 930	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	17	6 565	-	-	2	880	7	2 995	8	2 690	IND. MANUF. DIVERSES
TOTAL	848	587 064	53	39 834	135	103 903	367	294 717	293	148 610	TOTAL

TABLE 15-TABLEAU 15

RÉPARTITION DU TRAVAIL DURANT LES PÉRIODES DE RALENTISSEMENT DE L'ACTIVITÉ									
DISTRIBUTION OF WORK DURING SLACK PERIODS									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		PROVISION EXISTS DISPOSITION EXISTE				GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
MANUFACTURING									IND. MANUFACTURIÈRES
FOOD AND BEVERAGE	114	62 817	102	51 722	12	11 095			ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	9	5 085	9	5 085	-	-			TABAC (PRODUITS)
RUBBER AND PLASTICS	26	13 300	21	10 430	5	2 870			CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	15	5 560	8	3 200	7	2 360			INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	53	27 783	36	19 743	17	8 040			TEXTILE
KNITTING MILLS	7	1 860	4	1 055	3	805			BONNETERIE
CLOTHING INDUSTRIES	26	36 565	5	2 835	21	33 730			IND. DU VÊTEMENT
WOOD INDUSTRIES	29	48 945	28	48 745	1	200			INDUSTRIES DU BOIS
FURNITURE & FIXTURES	13	3 950	12	3 600	1	350			MEUBLES
PAPER AND ALLIED	123	67 125	113	62 965	10	4 160			PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	20	9 975	13	5 670	7	4 305			IMPRIM./EDIT./CONN.
PRIMARY METAL	61	62 145	55	57 465	6	4 680			PREM. TRANSFORM. METAUX
METAL FABRICATING	78	27 475	71	25 570	7	1 905			FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	36	21 745	30	11 280	6	10 465			MACHINERIE
TRANSPORTATION EQUIP.	88	111 794	81	94 179	7	17 615			FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	63	45 600	56	32 545	7	13 055			PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	31	12 915	30	12 265	1	650			PROD. MINIER NON-MET.
PETROLEUM & COAL PROD	8	2 580	8	2 580	-	-			CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	31	13 280	30	13 030	1	250			INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	17	6 565	15	5 945	2	620			IND. MANUF. DIVERSES
TOTAL	848	587 064	727	469 909	121	117 155			TOTAL

TABLE 16-TABLEAU 16

SEVERANCE PAY AND SUPPLEMENTARY UNEMPLOYMENT BENEFITS (S.U.B.) INDEMNITE DE CESSATION D'EMPLOI ET PRESTATIONS SUPPLEMENTAIRES DE CHOMAGE											
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		SEVERANCE PAY PLANS PROGRAMMES D'INDEMNITE DE CESSATION D'EMPL		SEVERANCE PAY AND S.U.B. INDEMN. DE CESS. D'EMP. ET PREST. SUPPL. DE CHOM.		S.U.B. PLANS PROGRAMMES D'INDEMNITE SUPP DE CHOMAGE		
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING										IND. MANUFACTURIERES	
FOOD AND BEVERAGE	114	62 817	58	31 197	46	26 210	8	4 535	2	875	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	9	5 085	1	470	6	4 130	1	235	1	250	TABAC (PRODUITS)
RUBBER AND PLASTICS	26	13 300	11	3 955	6	4 775	7	4 025	2	545	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	15	5 560	15	5 560	-	-	-	-	-	-	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	53	27 783	40	16 403	9	8 750	3	830	1	1 800	TEXTILE
KNITTING MILLS	7	1 860	5	1 235	2	625	-	-	-	-	BONNETERIE
CLOTHING INDUSTRIES	26	36 565	17	9 465	7	14 100	2	13 000	-	-	IND. DU VETEMENT
WOOD INDUSTRIES	29	48 945	14	4 425	15	44 520	-	-	-	-	INDUSTRIES DU BOIS
FURNITURE & FIXTURES	13	3 950	13	3 950	-	-	-	-	-	-	MEUBLES
PAPER AND ALLIED	123	67 125	25	8 470	97	58 455	1	200	-	-	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	20	9 975	3	715	10	4 820	1	315	6	4 125	IMPRIM./EDIT./CONN.
PRIMARY METAL	61	62 145	27	27 750	10	7 765	1	370	23	26 260	PREM.TRANSFORM.MET.AUX
METAL FABRICATING	78	27 475	54	16 610	9	3 060	7	4 695	8	3 110	FABRIC.-PROD.MET.AUX
MACHINERY INDUSTRIES	36	21 745	25	10 185	4	3 425	-	-	7	8 135	MACHINERIE
TRANSPORTATION EQUIP.	88	111 794	45	33 459	11	5 480	12	58 695	20	14 160	FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	63	45 600	43	20 365	13	17 065	3	3 170	4	5 000	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	31	12 915	14	4 370	13	6 940	1	310	3	1 295	PROD.MINIERS NON-MET.
PETROLEUM & COAL PROD	8	2 580	7	2 325	1	255	-	-	-	-	CHARBON/PROD.PETROL.
CHEMICAL & CHEM.PROD	31	13 280	21	8 430	10	4 850	-	-	-	-	INDUSTRIE CHIMIQUE
MISC.MANUFACTURING	17	6 565	14	5 625	2	490	-	-	1	450	IND.MANUF.DIVERSES
TOTAL	848	587 064	452	214 964	271	215 715	47	90 380	78	66 005	TOTAL

IND. MANUFACTURIERES

ALIMENTS ET BOISSONS
TABAC (PRODUITS)
CAOUTCHOUC/PLASTIQUE
INDUSTRIES DU CUIR
TEXTILE
BONNETERIE
IND. DU VETEMENT
INDUSTRIES DU BOIS
MEUBLES
PAPIER/IND. CONNEXES
IMPRIM./EDIT./CONN.
PREM. TRANSFORM. METAUX
FABRIC.-PROD. METAUX
MACHINERIE
FABRIC.D'EQUIP. TRANS.
PRODUITS ELECTRIQUES
PROD. MINIERES NON-MET.
CHARBON/PROD. PETROL.
INDUSTRIE CHIMIQUE
IND. MANUF. DIVERSES

TABLE 17-TABLEAU 17

POSTING OF JOB VACANCIES
AFFICHAGE DES POSTES VACANTS

ALL AGREEMENTS TOUTES LES CONVENTIONS	NO PROVISION AUCUNE DISPOSITION		PROVISION EXISTS BUT PERIOD NOT SPECIFIED		CALENDAR DAYS 7 OR LESS JOURS CIVILS 7 OU MOINS		CALENDAR DAYS MORE THAN 7 LESS THAN 15 JOURS CIVILS PLUS DE 7 MOINS DE 15	
AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	GROUPE
MANUFACTURING								
114	62 817	10	5 995	14	13 755	6	2 950	IND. MANUFACTURIERES
9	5 085	-	-	1	540	1	760	ALIMENTS ET BOISSONS
26	13 300	3	885	3	2 665	4	-	TABAC (PRODUITS)
15	5 560	3	2 000	-	-	1	-	CAOUTCHOUC/PLASTIQUE
53	27 783	7	3 325	4	1 725	9	300	INDUSTRIES DU CUIR
7	1 860	4	885	-	-	-	-	TEXTILE
26	36 565	21	33 635	1	360	1	1 265	BONNETERIE
29	48 945	2	690	7	41 420	1	500	IND. DU VETEMENT
13	3 950	1	325	1	200	-	-	INDUSTRIES DU BOIS
123	67 125	29	18 200	5	1 925	18	-	MEUBLES
20	9 975	12	5 865	6	2 445	-	-	PAPIER/IND. CONNEXES
61	62 145	4	6 675	6	6 665	13	2 820	IMPRIM./EDIT./CONN.
78	27 475	11	5 130	4	2 095	1	220	PREM. TRANSFORM. METAUX
36	21 745	5	3 125	4	6 520	1	315	FABRIC.-PROD. METAUX
88	111 794	24	46 583	8	5 565	4	-	MACHINERIE
63	45 600	12	9 230	5	5 280	7	9 710	FABRIC.D'EQUIP. TRANS.
31	12 915	1	250	4	1 590	5	10 040	PRODUITS ELECTRIQUES
8	2 580	-	-	1	225	2	1 795	PROD. MINIERES NON-MET.
31	13 280	3	945	9	5 455	8	505	CHARBON/PROD. PETROL.
17	6 565	1	360	1	450	1	2 565	INDUSTRIE CHIMIQUE
848	587 064	153	144 109	84	98 880	83	53 825	IND. MANUF. DIVERSES
TOTAL							9 050	TOTAL

TABLE 17 (CONT'D.) - TABLEAU 17 (SUITE)

POSTING OF JOB VACANCIES AFFICHAGE DES POSTES VACANTS									
GROUPING	CALENDAR DAYS 15 OR MORE JOURS CIVILS 15 OU PLUS		WORKING DAYS 7 OR LESS JOURS OUVRABLES 7 OU MOINS		WORKING DAYS MORE THAN 7 JOURS OUVRABLES PLUS DE 7		DURATION STATED - NOT SPECIFIED IF WORK. OR CAL. DAYS		OTHER AUTRES DISPOSITIONS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	-	-	76	37 272	-	-	8	2 845	-
TOBACCO PRODUCTS	-	-	6	2 835	1	950	-	-	-
RUBBER AND PLASTICS	-	-	16	6 955	-	-	-	-	-
LEATHER INDUSTRIES	-	-	11	3 260	-	-	-	-	-
TEXTILE INDUSTRIES	-	-	28	14 133	1	345	3	2 315	-
KNITTING MILLS	-	-	3	975	-	-	-	-	-
CLOTHING INDUSTRIES	-	-	2	655	-	-	-	-	-
WOOD INDUSTRIES	-	-	17	5 585	-	-	1	650	-
FURNITURE & FIXTURES	-	-	11	3 425	-	-	2	750	-
PAPER AND ALLIED	-	1 320	41	26 015	17	6 540	4	1 965	-
PRINT/PUBLISH/ALLIED	3	-	2	1 665	-	-	-	-	-
PRIMARY METAL	-	-	29	14 065	1	900	7	22 015	-
METAL FABRICATING	-	-	56	17 765	-	-	6	2 265	-
MACHINERY INDUSTRIES	-	-	24	11 255	-	-	2	530	-
TRANSPORTATION EQUIP.	-	-	41	41 580	2	905	9	7 445	-
ELECTRICAL PRODUCTS	-	-	37	20 650	-	-	2	400	-
NONMETAL MINERAL PROD	-	-	19	7 980	-	-	2	1 300	-
PETROLEUM & COAL PROD	-	-	3	1 235	1	325	1	290	-
CHEMICAL & CHEM. PROD	-	-	9	3 775	-	-	2	540	-
MISC. MANUFACTURING	-	-	12	4 485	-	-	2	1 040	-
TOTAL	3	1 320	443	225 565	23	9 965	51	44 350	-

TABLE 18-TABLEAU 18

INITIAL GRIEVANCE PRESENTATION PRESENTATION DES GRIEFS AU PREMIER PALIER											
	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		EMPLOYEE ONLY EMPLOYEE SEUL		UNION REPRESENTATIVE		EMPLOYEE WITH OR WITHOUT UNION REPRESENTATIVE		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
GROUPING											
MANUFACTURING	IND. MANUFACTURIERES										
FOOD AND BEVERAGE	114	62 817	-	-	5	2 385	18	6 470	84	51 852	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	9	5 085	-	-	-	-	-	-	9	5 085	TABAC (PRODUITS)
RUBBER AND PLASTICS	26	13 300	-	-	2	1 735	6	3 515	17	7 850	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	15	5 560	-	-	-	-	1	300	14	5 260	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	53	27 783	1	440	-	-	1	295	50	26 808	TEXTILE
KNITTING MILLS	7	1 860	-	-	1	-	2	470	5	1 390	BONNETERIE
CLOTHING INDUSTRIES	26	36 565	2	1 040	4	12 150	6	4 270	8	5 605	IND. DU VETEMENT
WOOD INDUSTRIES	29	48 945	-	-	3	28 420	-	-	25	20 275	INDUSTRIES DU BOIS
FURNITURE & FIXTURES	13	3 950	-	-	-	-	2	725	9	2 690	MEUBLES
PAPER AND ALLIED	123	67 125	2	625	11	4 120	6	3 550	89	46 350	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	20	9 975	1	300	3	760	3	1 315	8	5 865	IMPRIM./EDIT./CONN.
PRIMARY METAL	61	62 145	-	-	-	-	3	1 615	56	59 695	PREM. TRANSFORM. METAUX
METAL FABRICATING	78	27 475	-	-	4	960	5	1 670	69	24 845	FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	36	21 745	-	-	-	-	2	675	33	20 835	MACHINERIE
TRANSPORTATION EQUIP.	88	111 794	1	400	2	690	11	28 890	72	81 119	FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	63	45 600	2	670	1	425	2	1 185	58	43 320	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	31	12 915	-	-	-	-	-	-	30	12 665	PROD. MINERS NON-MET.
PETROLEUM & COAL PROD	8	2 580	-	-	-	-	1	205	7	2 375	CHARBON/PROD. PETROL.
CHEMICAL & CHEM.PROD	31	13 280	-	-	-	-	1	200	29	12 820	INDUSTRIE CHIMIQUE
MISC.MANUFACTURING	17	6 565	-	-	1	1 275	1	205	14	4 880	IND. MANUF. DIVERSES
TOTAL	848	587 064	9	3 475	36	52 920	71	55 555	686	441 584	TOTAL

TABLE 18 (CONT'D.)-TABLEAU 18 (SUITE)

INITIAL GRIEVANCE PRESENTATION PRESENTATION DES GRIEFS AU PREMIER PALIER									
GROUPING	UNION OR EMPLOYEE REPRESENTATIVE		GRIEVANCE COMMITTEE		OTHER AUTRES DISPOSITIONS				GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	2	610	5	1 500	-	-			ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	-	-	-	-	-	-			TABAC (PRODUITS)
RUBBER AND PLASTICS	1	200	-	-	-	-			CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	-	-	-	-	-	-			INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	-	-	1	240	-	-			TEXTILE
KNITTING MILLS	-	-	-	-	-	-			BONNETERIE
CLOTHING INDUSTRIES	3	12 500	3	1 000	-	-			IND. DU VETEMENT
WOOD INDUSTRIES	-	-	1	250	-	-			INDUSTRIES DU BOIS
FURNITURE & FIXTURES	2	535	-	-	-	-			MEUBLES
PAPER AND ALLIED	2	1 650	13	10 830	-	-			PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	1	230	4	1 505	-	-			IMPRIM./EDIT./CONN.
PRIMARY METAL	-	-	2	835	-	-			PREM. TRANSFORM. METAUX
METAL FABRICATING	-	-	-	-	-	-			FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	-	-	1	235	-	-			MACHINERIE
TRANSPORTATION EQUIP.	1	345	1	350	-	-			FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	-	-	-	-	-	-			PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	1	250	-	-	-	-			PROD. MINIER NON-MET.
PETROLEUM & COAL PROD	-	-	-	-	-	-			CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	1	260	-	-	-	-			INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	1	205	-	-	-	-			IND. MANUF. DIVERSES
TOTAL	15	16 785	31	16 745	-	-			TOTAL

TABLE 19-TABLEAU 19

[illegible]

TABLE 20-TABLEAU 20

REMUNERATION POUR LA PERIODE CONSACREE AU REGLEMENT DE GRIEFS									
COMPENSATION FOR GRIEVANCE WORK									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		PAY DURING REG- ULAR HRS. OF WORK		PAY FOR A LIMITED NUMBER OF HOURS		NO INDICATION IF TIME PAID OR UNPAID
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									GROUPE
FOOD AND BEVERAGE	114	62 817	35	14 250	69	41 142	3	1 850	4 835
TOBACCO PRODUCTS	9	5 085	5	3 690	1	540	-	-	855
RUBBER AND PLASTICS	26	13 300	5	2 280	16	9 225	3	815	370
LEATHER INDUSTRIES	15	5 560	7	2 515	8	3 045	-	-	-
TEXTILE INDUSTRIES	53	27 783	8	4 658	38	20 805	2	545	1 775
KNITTING MILLS	7	1 860	3	820	3	810	-	-	230
CLOTHING INDUSTRIES	26	36 565	23	35 750	2	615	1	200	-
WOOD INDUSTRIES	29	48 945	18	45 275	9	3 085	-	-	585
FURNITURE & FIXTURES	13	3 950	2	575	9	2 815	-	-	210
PAPER AND ALLIED	123	67 125	65	38 755	53	25 735	1	225	1 980
PRINT/PUBLISH/ALLIED	20	9 975	13	5 795	5	2 850	-	-	1 330
PRIMARY METAL	61	62 145	6	10 145	49	43 575	6	8 425	-
METAL FABRICATING	78	27 475	13	3 725	50	17 685	11	4 220	1 645
MACHINERY INDUSTRIES	36	21 745	11	5 905	20	13 785	3	1 275	-
TRANSPORTATION EQUIP.	88	111 794	14	8 570	58	70 089	12	31 720	385
ELECTRICAL PRODUCTS	63	45 600	5	1 745	43	26 225	13	17 040	275
NONMETAL MINERAL PROD	31	12 915	4	1 085	25	11 185	2	645	-
PETROLEUM & COAL PROD	8	2 580	4	1 275	3	755	-	-	550
CHEMICAL & CHEM PROD	31	13 280	4	1 590	25	10 900	1	290	500
MISC. MANUFACTURING	17	6 565	1	360	15	5 975	1	230	-
TOTAL	848	587 064	246	188 763	501	310 841	59	67 480	15 525
							30		
									IND. MANUFACTURIERES
									ALIMENTS ET BOISSONS
									TABAC (PRODUITS)
									CADUTCHOU/PLASTIQUE
									INDUSTRIES DU CUIR
									TEXTILE
									BONNETERIE
									IND. DU VETEMENT
									INDUSTRIES DU BOIS
									MEUBLES
									PAPIER/IND. CONNEXES
									IMPRIM./EDIT./CONN.
									PREM. TRANSFORM. METAUX
									FABRIC. - PROD. METAUX
									MACHINERIE
									FABRIC. D'EQUIP. TRANS.
									PRODUITS ELECTRIQUES
									PROD. MINIERES NON-MET.
									CHARBON/PROD. PETROL.
									INDUSTRIE CHIMIQUE
									IND. MANUF. DIVERSES

TABLE 20 (CONT'D.)-TABLEAU 20 (SUITE)

COMPENSATION FOR GRIEVANCE WORK REMUNERATION POUR LA PERIODE CONSACREE AU REGLEMENT DE GRIEFS									
	UNPAID LEAVE CONGE AUTORISE NON PAYE		OTHER AUTRES DISPOSITIONS						
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV					
GROUPING					GROUPE				
MANUFACTURING					IND. MANUFACTURIERES				
FOOD AND BEVERAGE	2	740	-	-	ALIMENTS ET BOISSONS				
TOBACCO PRODUCTS	-	-	-	-	TABAC (PRODUITS)				
RUBBER AND PLASTICS	-	-	-	1	610	CAOUTCHOUC/PLASTIQUE			
LEATHER INDUSTRIES	-	-	-	-	-	INDUSTRIES DU CUIR			
TEXTILE INDUSTRIES	-	-	-	-	-	TEXTILE			
KNITTING MILLS	-	-	-	-	-	BONNETERIE			
CLOTHING INDUSTRIES	-	-	-	-	-	IND. DU VETEMENT			
WOOD INDUSTRIES	-	-	-	-	-	INDUSTRIES DU BOIS			
FURNITURE & FIXTURES	1	350	-	-	-	MEUBLES			
PAPER AND ALLIED	1	430	-	-	-	PAPIER/IND. CONNEXES			
PRINT/PUBLISH/ALLIED	-	-	-	-	-	IMPRIM./EDIT./CONN.			
PRIMARY METAL	-	-	-	-	-	PREM. TRANSFORM. METAUX			
METAL FABRICATING	1	200	-	-	-	FABRIC.-PROD. METAUX			
MACHINERY INDUSTRIES	1	310	1	470	-	MACHINERIE			
TRANSPORTATION EQUIP.	1	350	2	680	-	FABRIC.D'EQUIP. TRANS.			
ELECTRICAL PRODUCTS	1	315	-	-	-	PRODUITS ELECTRIQUES			
NONMETAL MINERAL PROD	-	-	-	-	-	PROD. MINIERES NON-MET.			
PETROLEUM & COAL PROD	-	-	-	-	-	CHARBON/PROD. PETROL.			
CHEMICAL & CHEM. PROD	-	-	-	-	-	INDUSTRIE CHIMIQUE			
MISC. MANUFACTURING	-	-	-	-	-	IND. MANUF. DIVERSES			
TOTAL	8	2 695	4	1 760	TOTAL				

TABLE 21-TABLEAU 21

[illegible]

TABLE 21 (CONT'D.)-TABLEAU 21 (SUITE)

COMPENSATION OF UNION OFFICIALS IN NEGOTIATION OF COLLECTIVE AGREEMENT REMUNERATION DES REPRESENTANTS SYNDICAUX OCCUPES A LA NEGOCIATION D'UNE CONVENTION COLLECTIVE									
GROUPING	TIME OFF: NO INDICATION IF PAID OR UNPAID		UNPAID LEAVE OF ABSENCE		OTHER				
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	-	-	4	6 250	-	-	-	-	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	-	-	-	-	-	-	-	-	TABAC (PRODUITS)
RUBBER AND PLASTICS	-	-	-	-	-	610	-	-	CADOUTCHOU/PLASTIQUE
LEATHER INDUSTRIES	-	-	-	-	-	-	-	-	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	-	-	-	-	-	-	-	-	TEXTILE
KNITTING MILLS	-	-	1	510	-	-	-	-	BONNETERIE
CLOTHING INDUSTRIES	1	255	-	-	-	-	-	-	IND. DU VETEMENT
WOOD INDUSTRIES	-	-	-	-	-	-	-	-	INDUSTRIES DU BOIS
FURNITURE & FIXTURES	1	210	1	375	-	-	-	-	MEUBLES
PAPER AND ALLIED	4	2 820	2	1 030	-	-	-	-	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	1	235	-	-	-	-	-	-	IMPRIM./EDIT./CONN.
PRIMARY METAL	-	-	1	530	-	220	-	-	PREM. TRANSFORM. METAUX
METAL FABRICATING	1	335	-	-	1	-	-	-	FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	-	-	2	720	-	-	-	-	MACHINERIE
TRANSPORTATION EQUIP.	2	610	1	350	-	-	-	-	FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	-	-	1	475	-	-	-	-	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	1	310	2	1 350	-	-	-	-	PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	-	-	-	-	-	-	-	-	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	-	-	-	-	-	-	-	-	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	-	-	2	505	-	-	-	-	IND. MANUF. DIVERSES
TOTAL	11	4 775	17	12 095	2	830			TOTAL

TABLE 22-TABLEAU 22

ARBITRATION - NUMBER OF ARBITRATORS ARBITRAGE - NOMBRE D'ARBITRES										
	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		SINGLE ARBITRATOR UN SEUL ARBITRE		PANEL OF ARBITRATORS LISTE D'ARBITRES		BOARD OF ARBITRATORS CONSEIL D'ARBITRAGE	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
GROUPING										GROUPE
MANUFACTURING										IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	-	-	28	15 052	7	2 985	68	33 570
TOBACCO PRODUCTS	9	5 085	-	-	-	-	-	-	5	3 675
RUBBER AND PLASTICS	26	13 300	-	-	3	1 055	2	495	10	4 455
LEATHER INDUSTRIES	15	5 560	-	-	3	710	-	-	7	3 065
TEXTILE INDUSTRIES	53	27 783	-	-	7	3 685	6	3 595	25	11 433
KNITTING MILLS	7	1 860	-	-	-	-	-	-	5	1 390
CLOTHING INDUSTRIES	26	36 565	1	200	11	6 930	4	24 000	7	4 300
WOOD INDUSTRIES	29	48 945	1	285	2	990	5	32 980	16	6 780
FURNITURE & FIXTURES	13	3 950	-	-	3	620	-	-	8	2 630
PAPER AND ALLIED	123	67 125	-	-	32	15 955	11	6 045	71	39 330
PRINT/PUBLISH/ALLIED	20	9 975	-	-	7	4 240	-	-	10	5 035
PRIMARY METAL	61	62 145	1	200	23	12 925	13	15 815	20	29 490
METAL FABRICATING	78	27 475	2	665	24	7 110	10	5 530	34	11 635
MACHINERY INDUSTRIES	36	21 745	-	-	10	4 055	4	1 895	14	6 790
TRANSPORTATION EQUIP.	88	111 794	1	400	46	72 050	12	15 309	25	21 135
ELECTRICAL PRODUCTS	63	45 600	2	670	21	17 640	3	1 160	34	24 580
NONMETAL MINERAL PROD	31	12 915	-	-	7	3 135	2	1 060	19	7 355
PETROLEUM & COAL PROD	8	2 580	-	-	-	-	1	225	5	1 480
CHEMICAL & CHEM.PROD	31	13 280	1	385	2	820	4	1 740	17	8 130
MISC.MANUFACTURING	17	6 565	-	-	4	885	2	800	6	2 495
TOTAL	848	587 064	9	2 805	233	167 857	86	113 634	406	228 753
										TOTAL

TABLE 22 (CONT'D.) - TABLEAU 22 (SUITE)

ARBITRATION - NUMBER OF ARBITRATORS ARBITRAGE - NOMBRE D'ARBITRES									
GROUPING	SINGLE ARBITRATOR OR BOARD OF ARBITR.		ADJUDICATION ARBITRAGE (SECTEUR PUBLIC)		OTHER AUTRES DISPOSITIONS				GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	10	10 990	-	-	1	220			ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	4	1 410	-	-	-	-			TABAC (PRODUITS)
RUBBER AND PLASTICS	11	7 295	-	-	-	-			CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	5	1 785	-	-	-	-			INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	14	7 965	-	-	1	1 105			TEXTILE
KNITTING MILLS	2	470	-	-	-	-			BONNETERIE
CLOTHING INDUSTRIES	3	1 135	-	-	-	-			IND. DU VETEMENT
WOOD INDUSTRIES	5	7 910	-	-	-	-			INDUSTRIES DU BOIS
FURNITURE & FIXTURES	2	700	-	-	-	-			MEUBLES
PAPER AND ALLIED	9	5 795	-	-	-	-			PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	2	455	-	-	1	245			IMPRIM./EDIT./CONN.
PRIMARY METAL	4	3 715	-	-	-	-			PREM. TRANSFORM. METAUX
METAL FABRICATING	6	1 925	-	-	2	610			FABRIC. - PROD. METAUX
MACHINERY INDUSTRIES	8	9 005	-	-	-	-			MACHINERIE
TRANSPORTATION EQUIP.	4	2 900	-	-	-	-			FABRIC. D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	3	1 550	-	-	-	-			PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	3	1 365	-	-	-	-			PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	2	875	-	-	-	-			CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	7	2 205	-	-	-	-			INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	5	2 385	-	-	-	-			IND. MANUF. DIVERSES
TOTAL	109	71 835	-	-	5	2 180			TOTAL

TABLE 23-TABLEAU 23

NORMAL WORKWEEK (DAYS PER WEEK) SEMAINE NORMALE DE TRAVAIL (NOMBRE DE JOURS PAR SEMAINE)										
	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		LESS THAN 4 DAYS MOINS DE 4 JOURS		4 DAYS 4 JOURS		5 DAYS 5 JOURS	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
GROUPING									GROUPE	
MANUFACTURING									IND. MANUFACTURIERES	
FOOD AND BEVERAGE	114	62 817	-	-	-	-	3	1 725	103	53 527
TOBACCO PRODUCTS	9	5 085	-	-	-	-	-	-	9	5 085
RUBBER AND PLASTICS	26	13 300	-	-	-	-	-	-	26	13 300
LEATHER INDUSTRIES	15	5 560	-	-	-	-	-	-	15	5 560
TEXTILE INDUSTRIES	53	27 783	1	200	-	-	-	-	50	25 923
KNITTING MILLS	7	1 860	-	-	-	-	-	-	7	1 860
CLOTHING INDUSTRIES	26	36 565	-	-	-	-	-	-	26	36 565
WOOD INDUSTRIES	29	48 945	-	-	-	-	-	-	29	48 945
FURNITURE & FIXTURES	13	3 950	-	-	-	-	-	-	13	3 950
PAPER AND ALLIED	123	67 125	1	250	-	-	-	-	116	63 765
PRINT/PUBLISH/ALLIED	20	9 975	-	-	-	-	2	1 070	18	8 905
PRIMARY METAL	61	62 145	-	-	-	-	-	-	61	62 145
METAL FABRICATING	78	27 475	-	-	-	-	1	450	77	27 025
MACHINERY INDUSTRIES	36	21 745	-	-	-	-	-	-	36	21 745
TRANSPORTATION EQUIP.	88	111 794	-	-	-	-	1	3 550	87	108 244
ELECTRICAL PRODUCTS	63	45 600	-	-	-	-	-	-	63	45 600
NONMETAL MINERAL PROD	31	12 915	-	-	-	-	-	-	31	12 915
PETROLEUM & COAL PROD	8	2 580	-	-	-	-	-	-	6	1 825
CHEMICAL & CHEM. PROD	31	13 280	-	-	-	-	-	-	30	12 980
MISC. MANUFACTURING	17	6 565	-	-	-	-	-	-	17	6 565
TOTAL	848	587 064	2	450	-	-	7	6 795	820	566 429
										TOTAL

TABLE 23 (CONT'D.) - TABLEAU 23 (SUITE)

NORMAL WORKWEEK (DAYS PER WEEK) SEMAINE NORMALE DE TRAVAIL (NOMBRE DE JOURS PAR SEMAINE)									
GROUPING	6 DAYS 6 JOURS		IRREGULAR IRREGULIER						
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV					
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	8	7 565	-	-					ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	-	-	-	-					TABAC (PRODUITS)
RUBBER AND PLASTICS	-	-	-	-					CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	-	-	-	-					INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	-	-	-	-					TEXTILE
KNITTING MILLS	-	-	2	1 660					BONNETERIE
CLOTHING INDUSTRIES	-	-	-	-					IND. DU VETEMENT
WOOD INDUSTRIES	-	-	-	-					INDUSTRIES DU BOIS
FURNITURE & FIXTURES	-	-	-	-					MEUBLES
PAPER AND ALLIED	2	1 025	4	2 085					PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	-	-	-	-					IMPRIM./EDIT./CONN.
PRIMARY METAL	-	-	-	-					PREM. TRANSFORM. METAUX
METAL FABRICATING	-	-	-	-					FABRIC. -PROD. METAUX
MACHINERY INDUSTRIES	-	-	-	-					MACHINERIE
TRANSPORTATION EQUIP.	-	-	-	-					FABRIC. D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	-	-	-	-					PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	-	-	2	755					PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	-	-	1	300					CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	-	-	-	-					INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	-	-	-	-					IND. MANUF. DIVERSES
TOTAL	10	8 590	9	4 800					TOTAL

TABLE 24-TABLEAU 24

DAILY HOURS DUREE JOURNALIERE DU TRAVAIL										
	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		LESS THAN 7 HOURS MOINS DE 7 HEURES		7 HOURS 7 HEURES		GREATER THAN 7 HOURS, LESS THAN 7 1/2 HRS. PLUS DE 7 HRES MOINS DE 7 HRES ET DEMIE	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
GROUPING									GROUPE	
MANUFACTURING									IND. MANUFACTURIERES	
FOOD AND BEVERAGE	114	62 817	-	-	-	-	1	630	1	225
TOBACCO PRODUCTS	9	5 085	-	-	-	-	2	1 405	5	2 960
RUBBER AND PLASTICS	26	13 300	-	-	-	-	-	-	-	-
LEATHER INDUSTRIES	15	5 560	-	-	-	-	-	-	-	-
TEXTILE INDUSTRIES	53	27 783	-	-	-	-	-	-	-	-
KNITTING MILLS	7	1 860	-	-	-	-	-	-	-	-
CLOTHING INDUSTRIES	26	36 565	-	-	-	-	7	16 700	-	-
WOOD INDUSTRIES	29	48 945	-	-	-	-	-	-	-	-
FURNITURE & FIXTURES	13	3 950	-	-	-	-	-	-	-	-
PAPER AND ALLIED	123	67 125	-	-	-	-	-	-	-	380
PRINT/PUBLISH/ALLIED	20	9 975	-	-	-	-	11	6 510	1	-
PRIMARY METAL	61	62 145	-	-	-	-	1	610	-	-
METAL FABRICATING	78	27 475	-	-	-	-	-	-	-	-
MACHINERY INDUSTRIES	36	21 745	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP.	88	111 794	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	63	45 600	-	-	-	-	-	-	-	-
NONMETAL MINERAL PROD	31	12 915	-	-	-	-	-	-	-	-
PETROLEUM & COAL PROD	8	2 580	-	-	-	-	-	-	-	-
CHEMICAL & CHEM. PROD	31	13 280	-	-	-	-	-	-	-	-
MISC. MANUFACTURING	17	6 565	-	-	-	-	-	-	-	-
TOTAL	848	587 064	-	-	-	-	22	25 855	7	3 565
										TOTAL

TABLE 24 (CONT'D.)-TABLEAU 24 (SUITE)

DAILY HOURS DURÉE JOURNALIÈRE DU TRAVAIL									
GROUPING	7 1/2 HOURS 7 HEURES ET DEMIE		GREATER THAN 7 1/2 HRS, LESS THAN 8 HOURS		8 HOURS 8 HEURES		GREATER THAN 8 HOURS, LESS THAN 9 HOURS		9 HOURS 9 HEURES
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIÈRES
FOOD AND BEVERAGE									ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	5	1 185	2	440	101	58 262	1	350	TABAC (PRODUITS)
RUBBER AND PLASTICS	-	-	1	250	1	470	-	-	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	-	-	-	-	24	12 805	1	295	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	1	840	-	-	14	4 720	-	-	TEXTILE
KNITTING MILLS	-	-	1	295	51	26 028	-	-	BONNETERIE
CLOTHING INDUSTRIES	1	260	-	-	6	1 600	-	-	IND. DU VÊTEMENT
WOOD INDUSTRIES	3	940	2	9 265	13	9 360	1	300	INDUSTRIES DU BOIS
FURNITURE & FIXTURES	-	-	-	-	25	47 885	-	-	MEUBLES
PAPER AND ALLIED	1	200	-	-	7	2 495	4	1 045	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	6	1 725	1	200	121	65 820	-	-	IMPRIM./EDIT./CONN.
PRIMARY METAL	3	1 675	1	520	56	59 340	1	840	PREM. TRANSFORM. METAUX
METAL FABRICATING	-	-	-	-	76	26 805	1	220	FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	2	1 050	-	-	33	20 445	1	250	MACHINERIE
TRANSPORTATION EQUIP.	3	1 435	4	2 465	79	103 994	-	-	FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	4	3 235	-	-	59	42 365	-	-	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	-	-	-	-	29	12 160	2	755	PROD. MINIER NON-MET.
PETROLEUM & COAL PROD	-	-	-	-	8	2 580	-	-	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	2	2 125	-	-	28	10 655	-	-	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	-	-	-	-	17	6 565	-	-	IND. MANUF. DIVERSES
TOTAL	32	15 595	12	13 435	749	515 054	12	4 055	TOTAL

TABLE 24 (CONT'D.)-TABLEAU 24 (SUITE)

DAILY HOURS DUREE JOURNALIERE DU TRAVAIL									
GROUPING	GREATER THAN 9 HOURS PLUS DE 9 HEURES		IRREGULAR HOURS HEURES IRREGULIERES		OTHER AUTRES DISPOSITIONS				
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
MANUFACTURING									GROUPE
FOOD AND BEVERAGE									IND. MANUFACTURIERES
TOBACCO PRODUCTS	2	625	-	-	-	-	-	-	ALIMENTS ET BOISSONS
RUBBER AND PLASTICS	-	-	-	-	-	-	-	-	TABAC (PRODUITS)
LEATHER INDUSTRIES	-	-	-	-	-	-	-	-	CAOUTCHOUC/PLASTIQUE
TEXTILE INDUSTRIES	-	-	-	-	-	-	-	-	INDUSTRIES DU CUIR
KNITTING MILLS	-	-	1	1 460	-	-	-	-	TEXTILE
CLOTHING INDUSTRIES	-	-	-	-	-	-	-	-	BONNETERIE
WOOD INDUSTRIES	-	-	-	-	-	-	-	-	IND. DU VETEMENT
FURNITURE & FIXTURES	-	-	-	-	-	-	-	-	INDUSTRIES DU BOIS
PAPER AND ALLIED	-	-	-	-	-	-	-	-	MEUBLES
PRINT/PUBLISH/ALLIED	-	-	-	-	-	-	-	-	PAPIER/IND. CONNEXES
PRIMARY METAL	-	-	-	-	-	-	-	-	IMPRIM./EDIT./CONN.
METAL FABRICATING	-	-	-	-	-	-	-	-	PREM. TRANSFORM. METAUX
MACHINERY INDUSTRIES	-	-	-	-	-	-	-	-	FABRIC.-PROD. METAUX
TRANSPORTATION EQUIP.	1	3 550	1	350	-	-	-	-	MACHINERIE
ELECTRICAL PRODUCTS	-	-	-	-	-	-	-	-	FABRIC. D'EQUIP. TRANS.
NONMETAL MINERAL PROD	-	-	-	-	-	-	-	-	PRODUITS ELECTRIQUES
PETROLEUM & COAL PROD	-	-	-	-	-	-	-	-	PROD. MINIERES NON-MET.
CHEMICAL & CHEM. PROD	1	500	-	-	-	-	-	-	CHARBON/PROD. PETROL.
MISC. MANUFACTURING	-	-	-	-	-	-	-	-	INDUSTRIE CHIMIQUE
TOTAL	4	4 675	2	1 810	-	-	-	-	IND. MANUF. DIVERSES
									TOTAL

TABLE 25-TABLEAU 25

[illegible]

TABLE 25 (CONT'D.)-TABLEAU 25 (SUITE)

WEEKLY HOURS DURÉE HÉBDOMADAIRE DU TRAVAIL									
GROUPING	37 1/2 HOURS 37 HEURES ET DEMIE		GREATER THAN 37 1/2 HRS. LESS THAN 40 HRS		40 HOURS 40 HEURES		GREATER THAN 40 HOURS, LESS THAN 45 HOURS		45 HOURS 45 HEURES
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									GROUPE
FOOD AND BEVERAGE	5	1 185	1	240	96	51 450	4	4 487	IND. MANUFACTURIÈRES
TOBACCO PRODUCTS	-	-	1	250	1	470	-	-	ALIMENTS ET BOISSONS
RUBBER AND PLASTICS	-	-	-	-	24	12 805	1	-	TABAC (PRODUITS)
LEATHER INDUSTRIES	1	840	-	-	14	4 720	-	295	CAOUTCHOUC/PLASTIQUE
TEXTILE INDUSTRIES	-	-	-	-	51	26 123	-	-	INDUSTRIES DU CUIR
KNITTING MILLS	1	260	1	210	5	1 390	-	-	TEXTILE
CLOTHING INDUSTRIES	2	740	-	13 025	10	5 600	1	300	BONNETERIE
WOOD INDUSTRIES	-	-	5	-	24	47 660	1	380	IND. DU VÊTEMENT
FURNITURE & FIXTURES	1	200	-	-	7	2 495	5	1 255	MEUBLES
PAPER AND ALLIED	-	-	-	-	119	64 645	1	240	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	7	2 265	-	-	2	930	-	-	IMPRIM./EDIT./CONN.
PRIMARY METAL	3	1 675	1	520	56	59 340	-	-	PREM. TRANSFORM. METAUX
METAL FABRICATING	-	-	-	-	76	26 805	1	220	FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	2	1 050	-	-	33	20 445	1	250	MACHINERIE
TRANSPORTATION EQUIP.	3	1 435	4	2 465	79	107 144	-	-	FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	4	3 235	-	-	58	42 145	-	-	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	-	-	-	-	26	11 020	5	1 895	PROD. MINIER NON-MET.
PETROLEUM & COAL PROD	-	-	-	-	4	1 395	-	-	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	2	2 125	-	-	28	10 845	-	-	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	-	-	-	-	17	6 565	-	-	IND. MANUF. DIVERSES
TOTAL	31	15 010	13	16 710	730	503 992	20	9 322	TOTAL
							5	1 105	

TABLE 25 (CONT'D.) - TABLEAU 25 (SUITE)

WEEKLY HOURS DURÉE HEBDOMADAIRE DU TRAVAIL									
GROUPING	GREATER THAN 45 HOURS PLUS DE 45 HEURES		OTHER AUTRES DISPOSITIONS						
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV					
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE									ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	5	3 500	-	-					TABAC (PRODUITS)
RUBBER AND PLASTICS	-	-	-	-					CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	-	-	-	-					INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	-	-	-	-	1	1 460			TEXTILE
KNITTING MILLS	-	-	-	-	-	-			BONNETERIE
CLOTHING INDUSTRIES	-	-	-	-	-	-			IND. DU VETEMENT
WOOD INDUSTRIES	-	-	-	-	-	-			INDUSTRIES DU BOIS
FURNITURE & FIXTURES	-	-	-	-	-	-			MEUBLES
PAPER AND ALLIED	-	-	-	-	-	-			PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	-	-	-	-	-	-			IMPRIM./EDIT./CONN.
PRIMARY METAL	-	-	-	-	-	-			PREM. TRANSFORM. METAUX
METAL FABRICATING	-	-	-	-	-	-			FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	-	-	-	-	-	-			MACHINERIE
TRANSPORTATION EQUIP.	-	-	1	350					FABRIC.-D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	-	-	-	-					PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	-	-	-	-					PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	-	-	-	-					CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	-	-	1	310					INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	-	-	-	-					IND. MANUF. DIVERSES
TOTAL	5	3 500	3	2 120					TOTAL

TABLE 26--TABLEAU 26

OVERTIME COMPENSATION AFTER NORMAL DAILY HOURS OF WORK REMUNERATION DES HEURES SUPPLEMENTAIRES EFFECTUEES EN SUS DE LA JOURNEE NORMALE DE TRAVAIL									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		STRAIGHT TIME TAUX SIMPLE		STRAIGHT TIME FOLLOWED BY TIME AND A HALF		STRAIGHT TIME; TIME AND A HALF DOUBLE TIME
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	-	-	-	-	-	-	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	9	5 085	-	-	-	-	-	-	TABAC (PRODUITS)
RUBBER AND PLASTICS	26	13 300	-	-	-	-	-	-	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	15	5 560	1	950	-	-	-	-	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	53	27 783	1	295	-	-	-	-	TEXTILE
KNITTING MILLS	7	1 860	-	-	-	-	-	-	BONNETERIE
CLOTHING INDUSTRIES	26	36 565	-	-	-	-	-	-	IND. DU VETEMENT
WOOD INDUSTRIES	29	48 945	1	250	-	-	-	-	INDUSTRIES DU BOIS
FURNITURE & FIXTURES	13	3 950	-	-	-	-	-	-	MEUBLES
PAPER AND ALLIED	123	67 125	-	-	-	-	-	-	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	20	9 975	-	-	-	-	-	-	IMPRIM./EDIT./CONN.
PRIMARY METAL	61	62 145	1	200	1	610	-	370	PREM. TRANSFORM. METAUX
METAL FABRICATING	78	27 475	-	-	-	-	-	-	FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	36	21 745	1	235	-	-	-	500	MACHINERIE
TRANSPORTATION EQUIP.	88	111 794	1	400	-	-	-	-	FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	63	45 600	1	220	-	-	1	775	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	31	12 915	-	-	-	-	-	-	PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	8	2 580	-	-	-	-	-	-	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	31	13 280	-	-	-	-	-	-	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	17	6 565	-	-	-	-	-	-	IND. MANUF. DIVERSES
TOTAL	848	587 064	7	2 550	1	610	1	775	TOTAL
								2 380	

TABLE 26 (CONT'D.)-TABLEAU 26 (SUITE)

OVERTIME COMPENSATION AFTER NORMAL DAILY HOURS OF WORK REMUNÉRATION DES HEURES SUPPLÉMENTAIRES EFFECTUÉES EN SUS DE LA JOURNÉE NORMALE DE TRAVAIL											
GROUPING	TIME AND A HALF TAUX ET DEMI		TIME AND A HALF FOLLOWED BY DOUBLE TIME TAUX ET DEMI SUIVI DU TAUX DOUBLE		TIME AND A HALF; DOUBLE TIME; DBLE TIME AND A HALF TAUX ET DEMI; TAUX DBLE; TAUX DOUBLE ET DEMI		DOUBLE TIME TAUX DOUBLE		DOUBLE TIME; DOUBLE TIME AND A HALF TAUX DOUBLE; TAUX DOUBLE ET DEMI		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING											IND. MANUFACTURIÈRES
FOOD AND BEVERAGE	63	29 652	45	30 725	-	-	6	2 440	-	-	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	-	-	9	5 085	-	-	-	-	-	-	TABAC (PRODUITS)
RUBBER AND PLASTICS	23	12 220	3	1 080	-	-	-	-	-	-	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	14	4 610	-	-	-	-	-	-	-	-	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	41	20 733	9	5 245	-	-	-	-	-	-	TEXTILE
KNITTING MILLS	6	1 640	1	220	-	-	-	-	-	-	BONNETERIE
CLOTHING INDUSTRIES	25	35 915	1	650	-	-	-	-	-	-	IND. DU VÊTEMENT
WOOD INDUSTRIES	14	4 480	14	44 215	-	-	-	-	-	-	INDUSTRIES DU BOIS
FURNITURE & FIXTURES	10	3 165	2	585	-	-	1	200	-	-	MEUBLES
PAPER AND ALLIED	105	59 665	17	5 780	-	-	1	1 680	-	-	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	3	1 825	15	7 415	-	-	2	735	-	-	IMPRIM./EDIT./CONN.
PRIMARY METAL	34	43 505	22	16 875	1	270	1	315	-	-	PREM. TRANSFORM. METAUX
METAL FABRICATING	42	13 735	31	12 295	-	-	5	1 445	-	-	FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	16	12 075	16	6 235	-	-	2	4 700	-	-	MACHINERIE
TRANSPORTATION EQUIP.	44	76 895	37	30 334	-	-	6	4 165	-	-	FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	19	11 265	42	33 340	-	-	-	-	-	-	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	11	4 015	19	8 350	-	-	1	550	-	-	PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	-	-	2	755	-	-	-	-	-	-	CHARBON/PROD. PETROL.
CHEMICAL & CHEM.PROD	10	3 555	18	6 805	-	-	-	-	-	-	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	9	3 165	8	3 400	-	-	-	-	-	-	IND. MANUF. DIVERSES
TOTAL	489	342 115	311	219 389	1	270	28	17 150	-	-	TOTAL

TABLE 26 (CONT'D.) - TABLEAU 26 (SUITE)

REMUNERATION DES HEURES SUPPLEMENTAIRES EFFECTUEES EN SUS DE LA JOURNEE NORMALE DE TRAVAIL									
GROUPING	DOUBLE TIME; DBLE TIME AND A HALF; TRIPLE TIME		DOUBLE TIME; TRIPLE TIME		OTHER				
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
MANUFACTURING									
FOOD AND BEVERAGE	-	-	-	-	-	-			IND. MANUFACTURIERES
TOBACCO PRODUCTS	-	-	-	-	-	-			ALIMENTS ET BOISSONS
RUBBER AND PLASTICS	-	-	-	-	-	-			TABAC (PRODUITS)
LEATHER INDUSTRIES	-	-	-	-	-	-			CAOUTCHOUC/PLASTIQUE
TEXTILE INDUSTRIES	-	-	-	-	-	-			INDUSTRIES DU CUIR
KNITTING MILLS	-	-	-	-	-	-			TEXTILE
CLOTHING INDUSTRIES	-	-	-	-	-	-			BONNETERIE
WOOD INDUSTRIES	-	-	-	-	-	-			IND. DU VETEMENT
FURNITURE & FIXTURES	-	-	-	-	-	-			INDUSTRIES DU BOIS
PAPER AND ALLIED	-	-	-	-	-	-			MEUBLES
PRINT/PUBLISH/ALLIED	-	-	-	-	-	-			PAPIER/IND. CONNEXES
PRIMARY METAL	-	-	-	-	-	-			IMPRIM./EDIT./CONN.
METAL FABRICATING	-	-	-	-	-	-			PREM. TRANSFORM. METAUX
MACHINERY INDUSTRIES	-	-	-	-	-	-			FABRIC. - PROD. METAUX
TRANSPORTATION EQUIP.	-	-	-	-	-	-			MACHINERIE
ELECTRICAL PRODUCTS	-	-	-	-	-	-			FABRIC. D'EQUIP. TRANS.
NONMETAL MINERAL PROD	-	-	-	-	-	-			PRODUITS ELECTRIQUES
PETROLEUM & COAL PROD	1	225	-	-	5	1 600			PROD. MINIERES NON-MET.
CHEMICAL & CHEM. PROD	-	-	-	-	-	-			CHARBON/PROD. PETROL.
MISC. MANUFACTURING	-	-	-	-	-	-			INDUSTRIE CHIMIQUE
TOTAL	1	225	-	-	5	1 600			IND. MANUF. DIVERSES
									TOTAL

TABLE 27-TABLEAU 27

OVERTIME COMPENSATION AFTER NORMAL WEEKLY HOURS OF WORK REMUNERATION DES HEURES SUPPLEMENTAIRES APRES LA SEMAINE NORMALE DE TRAVAIL									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		STRAIGHT TIME TAUX SIMPLE		STRAIGHT TIME FOLLOWED BY TIME AND A HALF		STRAIGHT TIME; TIME AND A HALF DOUBLE TIME
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									GROUPE
FOOD AND BEVERAGE	114	62 817	41	32 590	-	-	-	-	IND. MANUFACTURIERES
TOBACCO PRODUCTS	9	5 085	4	2 635	-	-	-	-	ALIMENTS ET BOISSONS
RUBBER AND PLASTICS	26	13 300	16	8 405	-	-	-	-	TABAC (PRODUITS)
LEATHER INDUSTRIES	15	5 560	4	1 940	-	-	-	-	CAOUTCHOUC/PLASTIQUE
TEXTILE INDUSTRIES	53	27 783	17	6 328	-	-	-	-	INDUSTRIES DU CUIR
KNITTING MILLS	7	1 860	3	795	-	-	-	1	TEXTILE
CLOTHING INDUSTRIES	26	36 565	13	18 635	-	-	-	-	BONNETERIE
WOOD INDUSTRIES	29	48 945	13	8 475	-	-	-	-	IND. DU VETEMENT
FURNITURE & FIXTURES	13	3 950	5	1 645	-	-	-	-	INDUSTRIES DU BOIS
PAPER AND ALLIED	123	67 125	51	24 085	-	-	-	-	MEUBLES
PRINT/PUBLISH/ALLIED	20	9 975	11	4 210	-	-	-	1	PAPIER/IND. CONNEXES
PRIMARY METAL	61	62 145	27	13 030	-	-	-	-	IMPRIM./EDIT./CONN.
METAL FABRICATING	78	27 475	44	15 625	-	-	-	1	PREM. TRANSFORM. METAUX
MACHINERY INDUSTRIES	36	21 745	23	9 015	-	-	-	-	FABRIC.-PROD. METAUX
TRANSPORTATION EQUIP.	88	111 794	49	55 144	-	-	-	-	MACHINERIE
ELECTRICAL PRODUCTS	63	45 600	39	29 070	-	1	775	-	FABRIC.D'EQUIP. TRANS.
NONMETAL MINERAL PROD	31	12 915	10	5 860	-	-	-	-	PRODUITS ELECTRIQUES
PETROLEUM & COAL PROD	8	2 580	5	1 500	-	-	-	-	PROD. MINIERES NON-MET.
CHEMICAL & CHEM. PROD	31	13 280	17	6 885	-	-	-	-	CHARBON/PROD. PETROL.
MISC. MANUFACTURING	17	6 565	10	3 380	-	-	-	-	INDUSTRIE CHIMIQUE
TOTAL	848	587 064	402	249 252	-	1	775	3	IND. MANUF. DIVERSES
					-	-	-	1 855	TOTAL

TABLE 27 (CONT'D.) - TABLEAU 27 (SUITE)

OVERTIME COMPENSATION AFTER NORMAL WEEKLY HOURS OF WORK REMUNERATION DES HEURES SUPPLEMENTAIRES APRES LA SEMAINE NORMALE DE TRAVAIL									
	DOUBLE TIME; DBLE TIME AND A HALF; TRIPLE TIME		DOUBLE TIME; TRIPLE TIME		OTHER AUTRES DISPOSITIONS				
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
GROUPING	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	GROUPE		
MANUFACTURING							IND. MANUFACTURIERES		
FOOD AND BEVERAGE	-	-	-	-	-	-	ALIMENTS ET BOISSONS		
TOBACCO PRODUCTS	-	-	-	-	-	-	TABAC (PRODUITS)		
RUBBER AND PLASTICS	-	-	-	-	-	-	CAOUTCHOUC/PLASTIQUE		
LEATHER INDUSTRIES	-	-	-	-	-	-	INDUSTRIES DU CUIR		
TEXTILE INDUSTRIES	-	-	-	-	-	-	TEXTILE		
KNITTING MILLS	-	-	-	-	-	-	BONNETERIE		
CLOTHING INDUSTRIES	-	-	-	-	-	-	IND. DU VETEMENT		
WOOD INDUSTRIES	-	-	-	-	-	-	INDUSTRIES DU BOIS		
FURNITURE & FIXTURES	-	-	-	-	-	-	MEUBLES		
PAPER AND ALLIED	-	-	-	-	-	-	PAPIER/IND. CONNEXES		
PRINT/PUBLISH/ALLIED	-	-	-	-	-	-	IMPRIM./EDIT./CONN.		
PRIMARY METAL	-	-	-	-	-	-	PREM. TRANSFORM. METAUX		
METAL FABRICATING	-	-	-	-	-	-	FABRIC. - PROD. METAUX		
MACHINERY INDUSTRIES	-	-	-	-	-	-	MACHINERIE		
TRANSPORTATION EQUIP.	-	-	-	-	-	-	FABRIC. D'EQUIP. TRANS.		
ELECTRICAL PRODUCTS	-	-	-	-	-	-	PRODUITS ELECTRIQUES		
NONMETAL MINERAL PROD	-	-	-	-	-	-	PROD. MINIERES NON-MET.		
PETROLEUM & COAL PROD	-	-	-	-	1	325	CHARBON/PROD. PETROL.		
CHEMICAL & CHEM. PROD	-	-	-	-	-	-	INDUSTRIE CHIMIQUE		
MISC. MANUFACTURING	-	-	-	-	-	-	IND. MANUF. DIVERSES		
TOTAL	-	-	-	-	1	325	TOTAL		

TABLE 28 - TABLEAU 28

SPECIAL PROVISION FOR OVERTIME COMPENSATION ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED) REMUNERATION DES HEURES SUPPLEMENTAIRES EFFECTUEES LE SAMEDI OU LE 6E JOUR (NORMALEMENT CHOME)									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		STRAIGHT TIME TAUX SIMPLE		STRAIGHT TIME FOLLOWED BY TIME AND A HALF		STRAIGHT TIME; TIME AND A HALF DOUBLE TIME
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	14	12 467	-	-	-	-	-
TOBACCO PRODUCTS	9	5 085	-	-	-	-	-	-	-
RUBBER AND PLASTICS	26	13 300	2	515	-	-	-	-	-
LEATHER INDUSTRIES	15	5 560	4	990	-	-	-	-	-
TEXTILE INDUSTRIES	53	27 783	14	4 920	-	-	-	2	1 510
KNITTING MILLS	7	1 860	2	490	-	-	-	-	-
CLOTHING INDUSTRIES	26	36 565	9	19 580	-	-	-	-	-
WOOD INDUSTRIES	29	48 945	3	950	-	-	-	1	380
FURNITURE & FIXTURES	13	3 950	2	400	-	-	-	-	-
PAPER AND ALLIED	123	67 125	14	7 390	-	-	-	1	250
PRINT/PUBLISH/ALLIED	20	9 975	1	300	-	-	-	-	-
PRIMARY METAL	61	62 145	4	5 955	-	-	-	2	1 870
METAL FABRICATING	78	27 475	6	1 805	-	-	-	-	-
MACHINERY INDUSTRIES	36	21 745	4	1 620	-	-	-	1	500
TRANSPORTATION EQUIP.	88	111 794	3	2 340	-	-	-	-	-
ELECTRICAL PRODUCTS	63	45 600	2	1 610	-	-	-	-	-
NONMETAL MINERAL PROD	31	12 915	9	4 380	-	-	1	775	-
PETROLEUM & COAL PROD	8	2 580	1	205	-	-	-	-	-
CHEMICAL & CHEM PROD	31	13 280	2	825	-	-	-	-	-
MISC. MANUFACTURING	17	6 565	3	1 260	-	-	-	-	-
TOTAL	848	587 064	99	68 002	-	-	1	775	4 510
									TOTAL

TABLE 28 (CONT'D.)-TABLEAU 28 (SUITE)

SPECIAL PROVISION FOR OVERTIME COMPENSATION ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED) REMUNERATION DES HEURES SUPPLEMENTAIRES EFFECTUEES LE SAMEDI OU LE 6E JOUR (NORMALEMENT CHOME)									
GROUPING	TIME AND A HALF TAUX ET DEMI		TIME AND A HALF FOLLOWED BY DOUBLE TIME		TIME AND A HALF; DOUBLE TIME; DOU. TIME AND A HALF		DOUBLE TIME		DOUBLE TIME; DOUBLE TIME AND A HALF TAUX DOUBLE; TAUX DOUBLE ET DEMI
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									GROUPE
FOOD AND BEVERAGE	59	28 090	31	18 010	1	250	6	2 370	IND. MANUFACTURIERES
TOBACCO PRODUCTS	-	-	9	5 085	-	-	-	-	ALIMENTS ET BOISSONS
RUBBER AND PLASTICS	20	11 465	4	1 320	-	-	-	-	TABAC (PRODUITS)
LEATHER INDUSTRIES	11	4 570	-	-	-	-	-	-	CAOUTCHOUC/PLASTIQUE
TEXTILE INDUSTRIES	31	17 208	3	1 560	-	-	3	2 585	INDUSTRIES DU CUIR
KNITTING MILLS	5	1 370	-	-	-	-	-	-	TEXTILE
CLOTHING INDUSTRIES	17	16 985	-	-	-	-	-	-	BONNETERIE
WOOD INDUSTRIES	11	30 960	13	16 155	-	-	1	500	IND. DU VETEMENT
FURNITURE & FIXTURES	8	2 755	2	585	-	-	1	210	INDUSTRIES DU BOIS
PAPER AND ALLIED	89	51 530	17	6 075	-	-	2	1 880	MEUBLES
PRINT/PUBLISH/ALLIED	4	2 525	4	1 505	-	-	11	5 645	PAPIER/IND. CONNEXES
PRIMARY METAL	32	37 735	21	16 000	1	270	1	315	IMPRIM./EDIT./CONN.
METAL FABRICATING	33	10 255	28	11 920	-	-	11	3 495	PREM. TRANSFORM. METAUX
MACHINERY INDUSTRIES	12	8 730	16	7 945	-	-	3	2 950	FABRIC.-PROD. METAUX
TRANSPORTATION EQUIP.	40	73 350	37	31 244	-	-	8	4 860	MACHINERIE
ELECTRICAL PRODUCTS	15	9 945	44	32 995	-	-	1	275	FABRIC. D'EQUIP. TRANS.
NONMETAL MINERAL PROD	8	2 775	9	3 710	-	-	5	2 050	PRODUITS ELECTRIQUES
PETROLEUM & COAL PROD	-	-	2	775	-	-	-	-	PROD. MINIER NON-MET.
CHEMICAL & CHEM. PROD	10	3 260	14	5 410	-	-	5	3 785	CHARBON/PROD. PETROL.
MISC. MANUFACTURING	4	1 415	9	3 690	-	-	1	200	INDUSTRIE CHIMIQUE
TOTAL	409	314 923	263	163 984	2	520	59	31 120	IND. MANUF. DIVERSES
									TOTAL

TABLE 28 (CONT'D.)-TABLEAU 28 (SUITE)

SPECIAL PROVISION FOR OVERTIME COMPENSATION ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED) RÉMUNÉRATION DES HEURES SUPPLÉMENTAIRES EFFECTUÉES LE SAMEDI OU LE 6 ^E JOUR (NORMALEMENT CHÔME)									
GROUPING	DOUBLE TIME; DBLE TIME AND A HALF; TRIPLE TIME		DOUBLE TIME; TRIPLE TIME		OTHER AUTRES DISPOSITIONS				
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
MANUFACTURING									IND. MANUFACTURIÈRES
FOOD AND BEVERAGE	-	-	-	-	3	1 630			ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	-	-	-	-	-	-			TABAC (PRODUITS)
RUBBER AND PLASTICS	-	-	-	-	-	-			CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	-	-	-	-	-	-			INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	-	-	-	-	-	-			TEXTILE
KNITTING MILLS	-	-	-	-	-	-			BONNETERIE
CLOTHING INDUSTRIES	-	-	-	-	-	-			IND. DU VÊTEMENT
WOOD INDUSTRIES	-	-	-	-	-	-			INDUSTRIES DU BOIS
FURNITURE & FIXTURES	-	-	-	-	-	-			MEUBLES
PAPER AND ALLIED	-	-	-	-	-	-			PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	-	-	-	-	-	-			IMPRIM./EDIT./CONN.
PRIMARY METAL	-	-	-	-	-	-			PREM. TRANSFORM. METAUX
METAL FABRICATING	-	-	-	-	-	-			FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	-	-	-	-	-	-			MACHINERIE
TRANSPORTATION EQUIP.	-	-	-	-	-	-			FABRIC. D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	-	-	-	-	-	-			PRODUITS ÉLECTRIQUES
NONMETAL MINERAL PROD	-	-	-	-	-	-			PROD. MINIERS NON-MET.
PETROLEUM & COAL PROD	-	-	-	-	5	1 600			CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	-	-	-	-	-	-			INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	-	-	-	-	-	-			IND. MANUF. DIVERSES
TOTAL	-	-	-	-	8	3 230			TOTAL

TABLE 29-TABLEAU 29

[illegible]

TABLE 29 (CONT'D.)-TABLEAU 29 (SUITE)

[illegible]

TABLE 29 (CONT'D.) - TABLEAU 29 (SUITE)

SPECIAL PROVISION FOR OVERTIME COMPENSATION ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED) REMUNERATION DES HEURES SUPPLEMENTAIRES EFFECTUEES LE DIMANCHE OU LE 7E JOUR (NORMALEMENT CHÔME)									
GROUPING	DOUBLE TIME; DBLE TIME AND A HALF; TRIPLE TIME		DOUBLE TIME; TRIPLE TIME		OTHER AUTRES DISPOSITIONS		AGMTS CONV	WORKERS TRAV	GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	1	330	1	250	2	450			ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	-	-	-	-	-	-			TABAC (PRODUITS)
RUBBER AND PLASTICS	-	-	-	-	-	-			CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	-	-	-	-	-	-			INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	-	-	1	1 000	-	-			TEXTILE
KNITTING MILLS	-	-	-	-	-	-			BONNETERIE
CLOTHING INDUSTRIES	-	-	-	-	-	-			IND. DU VETEMENT
WOOD INDUSTRIES	-	-	-	-	-	-			INDUSTRIES DU BOIS
FURNITURE & FIXTURES	-	-	-	-	1	375			MEUBLES
PAPER AND ALLIED	-	-	-	-	-	-			PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	-	-	-	-	1	235			IMPRIM./EDIT./CONN.
PRIMARY METAL	-	-	1	270	-	-			PREM. TRANSFORM. METAUX
METAL FABRICATING	-	-	3	855	1	200			FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	-	-	-	-	-	-			MACHINERIE
TRANSPORTATION EQUIP.	-	-	2	705	-	-			FABRIC. D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	-	-	2	1 410	-	-			PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	-	-	1	215	-	-			PROD. MINIER NON-MET.
PETROLEUM & COAL PROD	-	-	-	-	5	1 600			CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	-	-	-	-	-	-			INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	-	-	-	-	-	-			IND. MANUF. DIVERSES
TOTAL	1	330	11	4 705	10	2 860			TOTAL

TABLE 30-TABLEAU 30

DROIT DE REFUSER LES HEURES SUPPLEMENTAIRES RIGHT TO REFUSE OVERTIME									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		OVERTIME PERFORMED ON A VOLUNTARY BASIS		RIGHT TO REFUSE WITH SUFFICIENT REASON		RIGHT TO REFUSE IF OTHERS AVAIL. TO WORK
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	37	25 980	38	18 127	2	765	3 600
TOBACCO PRODUCTS	9	5 085	3	1 725	2	1 215	-	-	370
RUBBER AND PLASTICS	26	13 300	7	3 430	10	7 020	1	300	-
LEATHER INDUSTRIES	15	5 560	7	3 345	3	710	1	205	-
TEXTILE INDUSTRIES	53	27 783	13	6 365	21	11 935	4	1 410	2 723
KNITTING MILLS	7	1 860	3	805	4	1 055	-	-	-
CLOTHING INDUSTRIES	26	36 565	17	31 320	5	2 755	-	-	-
WOOD INDUSTRIES	29	48 945	20	45 930	5	2 075	1	200	-
FURNITURE & FIXTURES	13	3 950	1	350	10	2 970	1	270	360
PAPER AND ALLIED	123	67 125	90	52 150	15	7 480	3	755	3 095
PRINT/PUBLISH/ALLIED	20	9 975	10	4 470	4	3 375	3	935	-
PRIMARY METAL	61	62 145	18	21 600	24	14 235	6	11 520	11 685
METAL FABRICATING	78	27 475	25	7 110	20	6 525	17	7 855	835
MACHINERY INDUSTRIES	36	21 745	8	3 750	16	12 835	4	1 480	605
TRANSPORTATION EQUIP.	88	111 794	20	11 785	45	75 690	7	3 285	3 000
ELECTRICAL PRODUCTS	63	45 600	12	11 480	18	10 170	11	7 030	5 385
NONMETAL MINERAL PROD	31	12 915	6	1 860	14	7 080	4	1 185	715
PETROLEUM & COAL PROD	8	2 580	5	1 595	-	-	1	430	-
CHEMICAL & CHEM. PROD	31	13 280	8	2 865	7	3 065	5	2 285	3 535
MISC. MANUFACTURING	17	6 565	4	2 835	4	1 110	3	1 060	600
TOTAL	848	587 064	314	240 750	265	189 427	74	40 970	36 508

TABLE 30 (CONT'D.)-TABLEAU 30 (SUITE)

RIGHT TO REFUSE OVERTIME DROIT DE REFUSER LES HEURES SUPPLEMENTAIRES										
GROUPING	OVERTIME COM- PULSORY IN CASES OF EMERGENCY		OVERTIME COMPULSORY		RIGHT TO REFUSE AFTER PERIOD OF COMPULSORY OVER.		RIGHT TO REFUSE/ SPECIAL CONSID. FOR SENIORITY		OTHER	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
IND. MANUFACTURIERES										
FOOD AND BEVERAGE	5	1 910	2	775	10	8 790	7	1 885	2	985
TOBACCO PRODUCTS	-	-	-	-	1	1 055	1	250	1	470
RUBBER AND PLASTICS	2	655	1	500	3	880	2	515	-	-
LEATHER INDUSTRIES	1	235	-	-	3	1 065	-	-	-	-
TEXTILE INDUSTRIES	-	-	1	240	5	4 460	2	650	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-
CLOTHING INDUSTRIES	1	650	3	1 840	-	-	-	-	-	-
WOOD INDUSTRIES	-	-	-	-	2	455	-	-	-	285
FURNITURE & FIXTURES	-	-	-	-	-	-	-	-	-	-
PAPER AND ALLIED	2	1 010	1	570	2	1 520	2	545	-	-
PRINT/PUBLISH/ALLIED	2	895	1	300	-	-	-	-	-	-
PRIMARY METAL	3	1 965	-	-	3	1 140	-	-	-	-
METAL FABRICATING	6	2 335	2	700	5	1 855	1	260	-	-
MACHINERY INDUSTRIES	4	2 590	-	-	1	250	1	235	-	-
TRANSPORTATION EQUIP.	4	7 865	-	-	3	9 160	2	1 009	-	-
ELECTRICAL PRODUCTS	10	9 945	-	-	1	260	3	1 330	-	-
NONMETAL MINERAL PROD	2	1 055	-	-	3	1 020	-	-	-	-
PETROLEUM & COAL PROD	-	-	2	555	-	-	-	-	-	-
CHEMICAL & CHEM. PROD	2	680	-	-	2	560	1	290	-	-
MISC. MANUFACTURING	1	300	1	260	1	200	1	200	-	-
TOTAL	45	32 090	14	5 740	45	32 670	23	7 169	4	1 740

TABLE 31-TABLEAU 31

EQUITABLE DISTRIBUTION OF OVERTIME AMONG EMPLOYEES REPARTITION EQUITABLE DES HEURES SUPPLEMENTAIRES ENTRE LES EMPLOYES									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		DISTRIBUTED PLANT-WIDE		DISTRIBUTED WITHIN A DEPARTMENT		DISTRIBUTED WITHIN AN OCCUP. OR WAGE BRACKET
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	48	27 930	15	10 530	12	5 330	21 11 730
TOBACCO PRODUCTS	9	5 085	2	1 420	1	760	2	690	4 2 215
RUBBER AND PLASTICS	26	13 300	6	2 765	4	3 525	5	2 480	7 2 315
LEATHER INDUSTRIES	15	5 560	11	4 575	1	250	-	-	1 300
TEXTILE INDUSTRIES	53	27 783	19	8 413	6	5 915	4	2 640	18 8 265
KNITTING MILLS	7	1 860	4	1 055	-	-	-	-	2 575
CLOTHING INDUSTRIES	26	36 565	19	22 185	2	11 000	2	1 175	3 2 205
WOOD INDUSTRIES	29	48 945	19	45 740	2	700	1	735	6 1 390
FURNITURE & FIXTURES	13	3 950	4	1 045	-	-	1	210	7 2 065
PAPER AND ALLIED	123	67 125	93	55 150	9	3 265	9	4 105	7 2 530
PRINT/PUBLISH/ALLIED	20	9 975	14	6 700	4	2 320	1	325	1 630
PRIMARY METAL	61	62 145	19	27 445	8	5 180	14	19 310	16 7 590
METAL FABRICATING	78	27 475	25	7 920	5	1 825	12	4 720	30 8 545
MACHINERY INDUSTRIES	36	21 745	8	4 110	4	1 570	4	1 425	16 12 230
TRANSPORTATION EQUIP.	88	111 794	11	5 635	14	11 385	11	22 810	30 15 485
ELECTRICAL PRODUCTS	63	45 600	5	2 515	6	6 420	18	16 350	28 17 070
NONMETAL MINERAL PROD	31	12 915	3	760	5	2 800	2	530	15 5 785
PETROLEUM & COAL PROD	8	2 580	2	495	1	225	1	300	4 1 560
CHEMICAL & CHEM. PROD	31	13 280	7	2 710	2	790	8	2 775	12 6 080
MISC. MANUFACTURING	17	6 565	6	3 100	3	1 000	1	230	7 2 235
TOTAL	848	587 064	325	231 668	92	69 460	108	86 140	235 110 800

TABLE 31 (CONT'D.)-TABLEAU 31 (SUITE)

EQUIVALENT DISTRIBUTION OF OVERTIME AMONG EMPLOYEES REPARTITION EQUIVALENT DES HEURES SUPPLEMENTAIRES ENTRE LES EMPLOYES									
GROUPING	COMBINATION: PLANT-WIDE/OCC. OR WAGE BRACKET		COMBINATION: WITH - IN A DEPT./OCC. OR WAGE BRACKET		PREFERENCE GIVEN TO SENIOR EMPLOYEES		OTHER AUTRES DISPOSITIONS		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	-	-	5	2 500	13	4 797	-	-	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	-	-	-	-	-	-	-	-	TABAC (PRODUITS)
RUBBER AND PLASTICS	-	-	2	1 740	1	275	1	200	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	-	-	-	-	2	435	-	-	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	-	-	3	1 320	3	1 230	-	-	TEXTILE
KNITTING MILLS	-	-	-	-	-	-	1	230	BONNETERIE
CLOTHING INDUSTRIES	-	-	-	-	-	-	-	-	IND. DU VETEMENT
WOOD INDUSTRIES	-	-	-	-	1	380	-	-	INDUSTRIES DU BOIS
FURNITURE & FIXTURES	-	-	-	-	1	630	-	-	MEUBLES
PAPER AND ALLIED	-	-	2	705	3	1 370	-	-	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	-	-	-	-	-	-	-	-	IMPRIM./EDIT./CONN.
PRIMARY METAL	-	-	-	-	-	-	-	-	PREM. TRANSFORM. METAUX
METAL FABRICATING	-	-	4	2 620	-	-	-	-	FABRIC. - PROD. METAUX
MACHINERY INDUSTRIES	-	-	4	2 220	2	2 245	-	-	MACHINERIE
TRANSPORTATION EQUIP.	-	-	3	2 095	-	-	1	315	FABRIC. D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	2	2 850	17	51 220	3	2 409	-	-	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	-	-	6	3 245	-	-	-	-	PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	-	-	4	2 230	1	250	1	560	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	-	-	-	-	-	-	-	-	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	-	-	2	925	-	-	-	-	IND. MANUF. DIVERSES
TOTAL	2	2 850	52	70 820	30	14 021	4	1 305	TOTAL

TABLE 32 - TABLEAU 32

SHIFT PREMIUM (SECOND SHIFT) PRIME DE DEUXIEME QUART											
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		10 CENTS OR LESS PER HOUR 10 CTS OU MOINS L'HEURE		11 TO 14 CENTS PER HOUR 11 A 14 CENTS L'HEURE		15 CENTS PER HOUR 15 CENTS L'HEURE		
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING										IND. MANUFACTURIERES	
FOOD AND BEVERAGE	114	62 817	5	2 105	2	775	-	-	6	7 382	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	9	5 085	-	-	-	-	-	-	-	-	TABAC (PRODUITS)
RUBBER AND PLASTICS	26	13 300	2	655	-	-	-	-	1	200	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	15	5 560	4	1 925	-	-	-	-	3	885	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	53	27 783	2	640	10	3 948	14	8 650	7	2 010	TEXTILE
KNITTING MILLS	7	1 860	1	210	2	715	1	225	1	220	BONNETERIE
CLOTHING INDUSTRIES	26	36 565	24	35 910	-	-	1	255	-	-	IND. DU VETEMENT
WOOD INDUSTRIES	29	48 945	3	985	2	630	-	-	3	750	INDUSTRIES DU BOIS
FURNITURE & FIXTURES	13	3 950	1	210	1	210	-	-	2	620	MEUBLES
PAPER AND ALLIED	123	67 125	1	200	-	-	-	-	8	3 220	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	20	9 975	1	200	-	-	-	-	-	-	IMPRIM./EDIT./CONN.
PRIMARY METAL	61	62 145	-	-	-	-	-	-	-	-	PREM. TRANSFORM. METAUX
METAL FABRICATING	78	27 475	3	630	2	1 600	1	385	5	8 535	FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	36	21 745	1	235	-	-	1	350	5	1 410	MACHINERIE
TRANSPORTATION EQUIP.	88	111 794	6	2 519	-	-	2	1 415	2	1 915	PRODUITS ELECTRIQUES
ELECTRICAL PRODUCTS	63	45 600	3	715	-	-	-	-	3	965	FABRIC.D'EQUIP. TRANS.
NONMETAL MINERAL PROD	31	12 915	1	250	-	-	-	-	-	-	PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	8	2 580	-	-	-	-	-	1 210	4	1 575	CHARBON/PROD. PETROL
CHEMICAL & CHEM. PROD	31	13 280	1	310	-	-	-	320	-	-	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	17	6 565	-	-	-	-	-	-	1	450	IND. MANUF. DIVERSES
TOTAL	848	587 064	59	47 699	19	7 878	26	13 400	51	30 137	TOTAL

TABLE 32 (CONT'D.)-TABLEAU 32 (SUITE)

SHIFT PREMIUM (SECOND SHIFT) PRIME DE DEUXIEME QUART									
GROUPING	16 TO 19 CENTS PER HOUR		20 CENTS PER HOUR		21 TO 25 CENTS PER HOUR		26 TO 30 CENTS PER HOUR		MORE THAN 30 CTS PER HOUR
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	PLUS DE 30 CENTS L'HEURE
GROUPING	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	GROUPE
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	8	5 080	10	4 325	42	23 165	10	4 310	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	-	-	1	540	4	1 920	3	1 675	TABAC (PRODUITS)
RUBBER AND PLASTICS	2	490	10	4 860	9	6 440	2	655	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	2	600	3	690	1	950	-	-	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	6	2 295	3	1 855	4	1 880	1	670	TEXTILE
KNITTING MILLS	-	-	-	-	-	-	-	-	BONNETERIE
CLOTHING INDUSTRIES	-	-	-	-	-	-	-	-	IND. DU VETEMENT
WOOD INDUSTRIES	4	28 980	5	1 230	1	285	11	16 085	INDUSTRIES DU BOIS
FURNITURE & FIXTURES	-	-	1	360	5	1 650	2	700	MEUBLES
PAPER AND ALLIED	18	6 285	26	9 575	43	33 000	21	12 980	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	-	-	-	-	-	-	-	-	IMPRIM./EDIT./CONN.
PRIMARY METAL	4	1 205	20	25 650	19	14 980	7	8 105	PREM. TRANSFORM. METAUX
METAL FABRICATING	7	2 060	20	5 910	19	6 150	5	2 055	FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	2	685	5	1 940	6	7 475	9	4 035	MACHINERIE
TRANSPORTATION EQUIP.	7	4 590	10	8 080	11	6 175	13	13 695	FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	4	1 315	5	1 465	14	10 690	12	6 245	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	7	3 820	4	1 815	3	1 240	5	1 595	PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	-	-	-	-	-	-	-	-	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	-	-	4	1 860	8	2 705	5	1 765	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	3	765	3	930	4	855	2	890	IND. MANUF. DIVERSES
TOTAL	74	58 170	130	71 085	193	119 560	108	75 460	TOTAL
							107	66 055	

TABLE 32 (CONT'D.)-TABLEAU 32 (SUITE)

SHIFT PREMIUM (SECOND SHIFT) PRIME DE DEUXIEME QUART									
GROUPING	DAILY PREMIUM PRIME QUOTIDIENNE		WEEKLY PREMIUM PRIME HEBDOMADAIRE		MONTHLY PREMIUM PRIME MENSUELLE		PERCENTAGE OF REGULAR WAGE POURCENTAGE DU SALAIRE REGULIER		OTHER AUTRES DISPOSITIONS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	-	-	-	-	-	-	2	1 325	-
TOBACCO PRODUCTS	-	-	-	-	-	-	-	-	-
RUBBER AND PLASTICS	-	-	-	-	-	-	-	-	-
LEATHER INDUSTRIES	-	-	-	-	-	-	1	300	-
TEXTILE INDUSTRIES	-	-	-	-	-	-	4	3 850	-
KNITTING MILLS	-	-	-	-	-	-	1	230	-
CLOTHING INDUSTRIES	-	-	-	-	-	-	1	400	-
WOOD INDUSTRIES	-	-	-	-	-	-	-	-	-
FURNITURE & FIXTURES	-	-	-	-	-	-	1	200	-
PAPER AND ALLIED	-	-	-	-	-	-	4	1 165	-
PRINT/PUBLISH/ALLIED	2	570	1	225	-	-	8	6 355	545
PRIMARY METAL	-	-	-	-	-	-	2	660	-
METAL FABRICATING	-	-	-	-	-	-	8	4 340	530
MACHINERY INDUSTRIES	-	-	-	-	-	-	3	2 305	-
TRANSPORTATION EQUIP.	-	-	1	350	-	-	16	55 355	2 400
ELECTRICAL PRODUCTS	4	2 775	-	-	-	-	6	9 995	450
NONMETAL MINERAL PROD	-	-	-	-	-	-	1	300	-
PETROLEUM & COAL PROD	-	-	-	-	-	-	3	1 100	-
CHEMICAL & CHEM. PROD	-	-	-	-	-	-	3	1 095	-
MISC. MANUFACTURING	-	-	-	-	-	-	1	800	-
TOTAL	6	3 345	2	575	-	-	65	89 775	3 925

TABLE 33-TABLEAU 33

SHIFT PREMIUM (THIRD SHIFT) PRIME DE TROISIEME QUART										
ALL AGREEMENTS TOUTES LES CONVENTIONS	NO PROVISION AUCUNE DISPOSITION		10 CENTS OR LESS PER HOUR 10 CTS OU MOINS L'HEURE		11 TO 14 CENTS PER HOUR 11 A 14 CENTS L'HEURE		15 CENTS PER HOUR 15 CENTS L'HEURE		AGMTS CONV	WORKERS TRAV
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV		
GROUPING	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
MANUFACTURING										IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	4	1 900	3	1 220	-	-	4	5 172
TOBACCO PRODUCTS	9	5 085	-	-	-	-	-	-	-	-
RUBBER AND PLASTICS	26	13 300	2	655	-	-	-	-	-	-
LEATHER INDUSTRIES	15	5 560	4	1 925	-	-	-	-	1	205
TEXTILE INDUSTRIES	53	27 783	2	640	-	-	1	298	3	1 140
KNITTING MILLS	7	1 860	1	210	-	-	-	-	1	365
CLOTHING INDUSTRIES	26	36 565	25	36 310	-	-	-	-	-	-
WOOD INDUSTRIES	29	48 945	8	2 625	1	250	-	-	-	-
FURNITURE & FIXTURES	13	3 950	1	375	-	-	-	-	-	-
PAPER AND ALLIED	123	67 125	1	200	-	-	-	-	1	210
PRINT/PUBLISH/ALLIED	20	9 975	4	1 040	-	-	-	-	-	-
PRIMARY METAL	61	62 145	-	-	-	-	-	-	-	-
METAL FABRICATING	78	27 475	5	1 030	-	-	1	1 400	-	-
MACHINERY INDUSTRIES	36	21 745	3	855	-	-	-	-	-	-
TRANSPORTATION EQUIP.	88	111 794	9	4 029	-	-	-	-	2	100
ELECTRICAL PRODUCTS	63	45 600	4	990	-	-	-	-	2	725
NONMETAL MINERAL PROD	31	12 915	1	250	-	-	-	-	-	-
PETROLEUM & COAL PROD	8	2 580	-	-	-	-	-	-	1	200
CHEMICAL & CHEM.PROD	31	13 280	1	310	-	-	-	-	-	-
MISC.MANUFACTURING	17	6 565	-	-	-	-	-	-	-	-
TOTAL	848	587 064	75	53 344	4	1 470	2	1 698	15	10 117
										TOTAL

TABLE 33 (CONT'D.)-TABLEAU 33 (SUITE)

SHIFT PREMIUM (THIRD SHIFT) PRIME DE TROISIEME QUART									
GROUPING	DAILY PREMIUM PRIME QUOTIDIENNE		WEEKLY PREMIUM PRIME HEBDOMADAIRE		MONTHLY PREMIUM PRIME MENSUELLE		PERCENTAGE OF REGULAR WAGE POURCENTAGE DU SALAIRE REGULIER		OTHER AUTRES DISPOSITIONS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									GROUPE
FOOD AND BEVERAGE	1	205	-	-	-	-	2	1 325	-
TOBACCO PRODUCTS	-	-	-	-	-	-	-	-	-
RUBBER AND PLASTICS	-	-	-	-	-	-	-	-	-
LEATHER INDUSTRIES	-	-	-	-	-	-	1	300	-
TEXTILE INDUSTRIES	-	-	-	-	-	-	4	3 850	-
KNITTING MILLS	-	-	-	-	-	-	1	230	260
CLOTHING INDUSTRIES	-	-	-	-	-	-	-	-	-
WOOD INDUSTRIES	-	-	-	-	-	-	-	-	-
FURNITURE & FIXTURES	-	-	-	-	-	-	-	-	-
PAPER AND ALLIED	3	2 855	-	-	-	-	1	200	-
PRINT/PUBLISH/ALLIED	1	245	1	225	-	-	4	1 165	-
PRIMARY METAL	-	-	-	-	-	-	8	6 355	230
METAL FABRICATING	-	-	-	-	-	-	2	660	-
MACHINERY INDUSTRIES	-	-	-	-	-	-	8	4 340	330
TRANSPORTATION EQUIP.	-	-	-	-	-	-	2	1 930	-
ELECTRICAL PRODUCTS	-	-	-	-	-	-	15	54 960	3
NONMETAL MINERAL PROD	4	2 775	-	-	-	-	5	9 570	2
PETROLEUM & COAL PROD	-	-	-	-	-	-	1	300	875
CHEMICAL & CHEM. PROD	-	-	-	-	-	-	3	1 100	-
MISC. MANUFACTURING	-	-	-	-	-	-	3	1 095	-
TOTAL	9	6 080	1	225	-	-	60	87 380	4 095
									IND. MANUFACTURIERES
									ALIMENTS ET BOISSONS
									TABAC (PRODUITS)
									CAOUTCHOUC/PLASTIQUE
									INDUSTRIES DU CUIR
									TEXTILE
									BONNETERIE
									IND. DU VETEMENT
									INDUSTRIES DU BOIS
									MEUBLES
									PAPIER/IND. CONNEXES
									IMPRIM./EDIT./CONN.
									PREM. TRANSFORM. METAUX
									FABRIC.-PROD. METAUX
									MACHINERIE
									FABRIC. D'EQUIP. TRANS.
									PRODUITS ELECTRIQUES
									PROD. MINIERES NON-MET.
									CHARBON/PROD. PETROL.
									INDUSTRIE CHIMIQUE
									IND. MANUF. DIVERSES
									TOTAL

PREMIUM RATES FOR WORK ON PAID HOLIDAYS
PRIME POUR LE TRAVAIL EFFECTUE LES JOURS FERIES PAYES

[illegible]

TABLE 34 (CONT'D.)-TABLEAU 34 (SUITE)

[illegible]

TABLE 34 (CONT'D.)-TABLEAU 34 (SUITE)

PREMIUM RATES FOR WORK ON PAID HOLIDAYS PRIME POUR LE TRAVAIL EFFECTUE LES JOURS FERIES PAYES									
GROUPING	DOUBLE TIME; DBLE TIME AND A HALF; TRIPLE TIME		DOUBLE TIME; TRIPLE TIME		OTHER AUTRES DISPOSITIONS		AGMTS CONV	WORKERS TRAV	GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
MANUFACTURING	1	300	3	1 095	2	1 115			IND. MANUFACTURIERES
FOOD AND BEVERAGE	-	-	-	-	-	-			ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	-	-	-	-	-	-			TABAC (PRODUITS)
RUBBER AND PLASTICS	-	-	-	-	-	-			CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	-	-	-	-	-	-			INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	-	-	-	-	1	535			TEXTILE
KNITTING MILLS	-	-	-	-	-	-			BONNETERIE
CLOTHING INDUSTRIES	-	-	-	-	1	210			IND. DU VETEMENT
WOOD INDUSTRIES	-	-	-	-	-	-			INDUSTRIES DU BOIS
FURNITURE & FIXTURES	-	-	-	-	-	-			MEUBLES
PAPER AND ALLIED	-	-	-	-	1	250			PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	-	-	-	-	2	735			IMPRIM./EDIT./CONN.
PRIMARY METAL	-	-	1	900	2	1 110			PREM. TRANSFORM. METAUX
METAL FABRICATING	-	-	2	505	3	2 250			FABRIC. -PROD. METAUX
MACHINERY INDUSTRIES	-	-	-	-	-	-			MACHINERIE
TRANSPORTATION EQUIP.	1	345	3	1 805	-	-			FABRIC. D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	-	-	-	-	1	740			PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	-	-	1	280	3	865			PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	-	-	-	-	5	1 600			CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	-	-	-	-	-	-			INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	-	-	-	-	-	-			IND. MANUF. DIVERSES
TOTAL	2	645	10	4 585	21	9 410			TOTAL

TABLE 35-TABLEAU 35

[illegible]

TABLE 35 (CONT'D.)--TABLEAU 35 (SUITE)

GUARANTEED EMPLOYMENT OR EARNINGS EMPLOI OU REVENU GARANTI									
GROUPING	ON AN ANNUAL BASIS PAR ANNEE		ON A SEASONAL BASIS SAISONNIERE		OTHER AUTRES DISPOSITIONS				GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE									ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	4	1 375	-	-	1	300			TABAC (PRODUITS)
RUBBER AND PLASTICS	-	-	-	-	-	-			CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	-	-	-	-	-	-			INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	1	525	-	-	-	-			TEXTILE
KNITTING MILLS	-	-	-	-	-	-			BONNETERIE
CLOTHING INDUSTRIES	-	-	-	-	-	-			IND. DU VETEMENT
WOOD INDUSTRIES	-	-	-	-	-	-			INDUSTRIES DU BOIS
FURNITURE & FIXTURES	-	-	-	-	-	-			MEUBLES
PAPER AND ALLIED	-	-	-	-	-	-			PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	1	300	-	-	-	-			IMPRIM./EDIT./CONN.
PRIMARY METAL	-	-	-	-	2	2 425			PREM. TRANSFORM. METAUX
METAL FABRICATING	1	200	-	-	-	-			FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	-	-	-	-	-	-			MACHINERIE
TRANSPORTATION EQUIP.	-	-	-	-	1	700			FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	-	-	-	-	-	-			PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	-	-	-	-	-	-			PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	-	-	-	-	-	-			CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	-	-	-	-	-	-			INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	-	-	-	-	-	-			IND. MANUF. DIVERSES
TOTAL	7	2 400	-	-	4	3 425			TOTAL

TABLE 36-TABLEAU 36

REPORTING PAY FOR REGULARLY SCHEDULED WORK INDEMNITE DE PRESENCE - HORAIRE REGULIER									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		2 HOURS OR LESS OF WORK OR PAY		3 HOURS OF WORK OR PAY		4 HOURS OF WORK OR PAY
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	28	10 585	7	6 200	6	1 977	35 915
TOBACCO PRODUCTS	9	5 085	5	3 370	-	-	2	1 010	1 250
RUBBER AND PLASTICS	26	13 300	1	510	-	-	1	275	12 015
LEATHER INDUSTRIES	15	5 560	-	-	-	-	-	-	5 560
TEXTILE INDUSTRIES	53	27 783	3	1 145	-	-	3	2 300	23 813
KNITTING MILLS	7	1 860	1	260	-	-	1	230	1 370
CLOTHING INDUSTRIES	26	36 565	5	1 440	-	-	1	360	33 465
WOOD INDUSTRIES	29	48 945	-	-	10	14 050	1	250	34 645
FURNITURE & FIXTURES	13	3 950	1	210	-	-	2	535	10 3 205
PAPER AND ALLIED	123	67 125	4	1 750	67	40 350	3	3 215	19 425
PRINT/PUBLISH/ALLIED	20	9 975	12	4 940	-	-	1	700	270
PRIMARY METAL	61	62 145	3	1 215	2	1 250	1	4 105	53 010
METAL FABRICATING	78	27 475	5	1 365	1	350	2	605	20 590
MACHINERY INDUSTRIES	36	21 745	5	1 900	1	500	2	885	16 455
TRANSPORTATION EQUIP.	88	111 794	12	5 489	6	8 115	2	1 400	94 770
ELECTRICAL PRODUCTS	63	45 600	11	5 955	-	-	1	680	50 38 465
NONMETAL MINERAL PROD	31	12 915	1	295	-	-	1	200	12 170
PETROLEUM & COAL PROD	8	2 580	4	1 355	-	-	1	300	925
CHEMICAL & CHEM. PROD	31	13 280	8	4 795	-	-	-	-	8 485
MISC. MANUFACTURING	17	6 565	3	1 070	-	-	-	-	5 495
TOTAL	848	587 064	112	47 649	94	70 815	31	19 027	420 308
									TOTAL

TABLE 36 (CONT'D.)-TABLEAU 36 (SUITE)

TABLE 37-TABLEAU 37

CALL-IN (BACK) PAY GUARANTEE INDEMNITÉ DE RAPPEL GARANTIE											
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		2 HOURS AT STRAIGHT TIME TAUX SIMPLE POUR UN MINIMUM DE 2 HEURES		3 HOURS AT STRAIGHT TIME TAUX SIMPLE POUR UN MINIMUM DE 3 HEURES		4 HOURS AT STRAIGHT TIME TAUX SIMPLE POUR UN MINIMUM DE 4 HEURES		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING											IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	13	4 570	2	850	1	545	9	3 395	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	9	5 085	-	-	-	-	-	-	1	250	TABAC (PRODUITS)
RUBBER AND PLASTICS	26	13 300	-	-	-	-	-	-	-	-	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	15	5 560	8	3 455	3	670	1	490	-	-	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	53	27 783	5	1 865	-	-	1	400	16	595	TEXTILE
KNITTING MILLS	7	1 860	4	1 065	-	-	-	-	-	13 528	BONNETERIE
CLOTHING INDUSTRIES	26	36 565	19	22 905	1	1 265	-	-	5	225	IND. DU VETEMENT
WOOD INDUSTRIES	29	48 945	3	1 275	-	-	2	28 250	1	735	INDUSTRIES DU BOIS
FURNITURE & FIXTURES	13	3 950	3	1 210	-	-	1	210	1	350	MEUBLES
PAPER AND ALLIED	123	67 125	2	555	2	2 005	-	-	16	8 295	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	20	9 975	5	2 035	-	-	1	270	-	-	IMPRIM./EDIT./CONN.
PRIMARY METAL	61	62 145	-	-	1	1 900	1	365	12	9 095	PREM. TRANSFORM. METAUX
METAL FABRICATING	78	27 475	8	2 395	1	200	1	215	9	3 575	FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	36	21 745	4	1 810	-	-	-	-	3	1 215	MACHINERIE
TRANSPORTATION EQUIP.	88	111 794	8	17 589	1	1 400	3	1 065	17	43 170	FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	63	45 600	4	1 685	-	-	4	3 235	11	6 300	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	31	12 915	1	340	-	-	1	300	5	1 650	PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	8	2 580	-	-	-	-	-	-	2	550	CHARBON/PROD. PETROL.
CHEMICAL & CHEM.PROD	31	13 280	2	775	-	-	-	-	7	3 500	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	17	6 565	2	1 060	-	-	-	-	2	1 080	IND. MANUF. DIVERSES
TOTAL	848	587 064	91	64 589	11	8 290	19	35 645	119	109 648	TOTAL

CALL-IN (BACK) PAY GUARANTEE INDEMNITE DE RAPPEL GARANTIE										
	TIME AND ONE HALF FOR MINIMUM 2 HOURS		TIME AND ONE HALF FOR MINIMUM 3 HOURS		TIME AND ONE HALF FOR MINIMUM 4 HOURS		DOUBLE TIME FOR MINIMUM OF 2 HOURS		DOUBLE TIME FOR MINIMUM OF 3 HOURS	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
GROUPING	GROUPE									
MANUFACTURING	IND. MANUFACTURIERES									
FOOD AND BEVERAGE										
TOBACCO PRODUCTS	3	1 670	12	4 952	26	14 065	1	250	-	-
RUBBER AND PLASTICS	-	-	-	-	-	-	4	2 655	-	-
LEATHER INDUSTRIES	-	-	4	1 095	8	5 705	-	-	-	-
TEXTILE INDUSTRIES	2	410	3	1 185	2	540	-	-	-	-
KNITTING MILLS	-	-	-	-	8	3 145	1	650	-	-
CLOTHING INDUSTRIES	-	-	1	255	-	-	-	-	-	-
WOOD INDUSTRIES	2	430	9	14 690	3	1 000	-	-	-	-
FURNITURE & FIXTURES	2	400	3	860	-	-	-	-	-	-
PAPER AND ALLIED	2	775	-	-	10	4 975	-	-	-	-
PRINT/PUBLISH/ALLIED	-	-	3	2 715	3	1 805	-	-	3	935
PRIMARY METAL	-	-	7	7 630	5	13 125	2	720	1	385
METAL FABRICATING	2	475	3	825	9	2 415	8	5 280	-	-
MACHINERY INDUSTRIES	1	500	2	585	4	6 695	1	1 600	-	-
TRANSPORTATION EQUIP.	4	1 875	3	1 460	12	8 655	2	1 000	-	-
ELECTRICAL PRODUCTS	1	3 115	5	3 300	8	6 370	-	-	-	-
NONMETAL MINERAL PROD	1	650	1	680	4	1 495	-	-	1	560
PETROLEUM & COAL PROD	-	-	-	-	-	-	-	-	-	-
CHEMICAL & CHEM.PROD	-	-	-	-	3	925	1	250	-	-
MISC. MANUFACTURING	1	240	1	205	5	1 215	-	-	-	-
TOTAL	21	10 540	57	40 437	110	72 130	20	12 405	8	3 770

CALL-IN (BACK) PAY GUARANTEE
INDEMNITE DE RAPPEL GARANTIE

74

TABLE 37 (CONT'D.)-TABLEAU 37 (SUITE)

CALL-IN (BACK) PAY GUARANTEE INDEMNITE DE RAPPEL GARANTIE									
GROUPING	APPLICABLE OVERTIME-MINIMUM OF 4 HOURS		OTHER AUTRES DISPOSITIONS		AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV					
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	10	3 745	6	4 730					ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	-	-	2	995					TABAC (PRODUITS)
RUBBER AND PLASTICS	1	300	2	1 120					CADUTCHOUUC/PLASTIQUE
LEATHER INDUSTRIES	-	-	-	-					INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	1	750	1	405					TEXTILE
KNITTING MILLS	-	-	-	-					BONNETERIE
CLOTHING INDUSTRIES	-	-	-	-					IND. DU VETEMENT
WOOD INDUSTRIES	-	-	-	-					INDUSTRIES DU BOIS
FURNITURE & FIXTURES	-	-	-	-					MEUBLES
PAPER AND ALLIED	1	275	7	3 415					PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	1	840	2	545					IMPRIM./EDIT./CONN.
PRIMARY METAL	1	900	4	3 090					PREM. TRANSFORM. METAUX
METAL FABRICATING	3	825	3	1 275					FABRIC. - PROD. METAUX
MACHINERY INDUSTRIES	4	1 040	3	1 265					MACHINERIE
TRANSPORTATION EQUIP.	11	15 550	3	1 735					FABRIC. D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	3	1 705	6	4 355					PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	-	-	-	-					PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	-	-	-	-					CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	-	-	-	-					INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	-	-	-	-					IND. MANUF. DIVERSES
TOTAL	37	26 240	50	27 935					TOTAL

TABLE 38-TABLEAU 38

PORTAL-TO-PORTAL SALAIRE A LA DEMARCACTION									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		PROVISION EXISTS DISPOSITION EXISTE				GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	114	62 817	-	-			ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	9	5 085	9	5 085	-	-			TABAC (PRODUITS)
RUBBER AND PLASTICS	26	13 300	26	13 300	-	-			CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	15	5 560	15	5 560	-	-			INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	53	27 783	53	27 783	-	-			TEXTILE
KNITTING MILLS	7	1 860	7	1 860	-	-			BONNETERIE
CLOTHING INDUSTRIES	26	36 565	26	36 565	-	-			IND. DU VETEMENT
WOOD INDUSTRIES	29	48 945	26	20 175	3	28 770			INDUSTRIES DU BOIS
FURNITURE & FIXTURES	13	3 950	13	3 950	-	-			MEUBLES
PAPER AND ALLIED	123	67 125	123	67 125	-	-			PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	20	9 975	20	9 975	-	-			IMPRIM./EDIT./CONN.
PRIMARY METAL	61	62 145	61	62 145	-	-			PREM. TRANSFORM. METAUX
METAL FABRICATING	78	27 475	78	27 475	-	-			FABRIC. -PROD. METAUX
MACHINERY INDUSTRIES	36	21 745	35	21 245	1	500			MACHINERIE
TRANSPORTATION EQUIP.	88	111 794	88	111 794	-	-			FABRIC. D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	63	45 600	63	45 600	-	-			PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	31	12 915	31	12 915	-	-			PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	8	2 580	8	2 580	-	-			CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	31	13 280	31	13 280	-	-			INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	17	6 565	17	6 565	-	-			IND. MANUF. DIVERSES
TOTAL	848	587 064	844	557 794	4	29 270			TOTAL

TABLE 39 (CONT'D.) - TABLEAU 39 (SUITE)

STAND-BY PAY PRIME DE DISPONIBILITE									
GROUPING	PERCENTAGE OF HOURLY RATE		STAND-BY OVERTIME RATE		OTHER				
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	-	-	-	-	2	3 805			ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	-	-	-	-	-	-			TABAC (PRODUITS)
RUBBER AND PLASTICS	1	340	-	-	-	-			CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	-	-	-	-	2	455			INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	1	405	-	-	2	890			TEXTILE
KNITTING MILLS	-	-	-	-	-	-			BONNETERIE
CLOTHING INDUSTRIES	-	-	-	-	-	-			IND. DU VETEMENT
WOOD INDUSTRIES	-	-	-	-	1	250			INDUSTRIES DU BOIS
FURNITURE & FIXTURES	-	-	-	-	2	635			MEUBLES
PAPER AND ALLIED	-	-	-	-	-	-			PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	-	-	1	500	-	-			IMPRIM./EDIT./CONN.
PRIMARY METAL	-	-	-	-	-	-			PREM. TRANSFORM. METAUX
METAL FABRICATING	-	-	-	-	-	-			FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	-	-	-	-	-	-			MACHINERIE
TRANSPORTATION EQUIP.	-	-	-	-	-	-			FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	-	-	-	-	-	-			PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	-	-	-	-	-	-			PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	-	-	-	-	-	-			CHARBON/PROD. PETROL.
CHEMICAL & CHEM.PROD	-	-	-	-	1	250			INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	-	-	-	-	-	-			IND. MANUF. DIVERSES
TOTAL	2	745	1	500	10	6 285			TOTAL

TABLE 40-TABLEAU 40

COST-OF-LIVING ALLOWANCE INDEMNITE DE VIE CHERE									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		PROVISION EXISTS AND IS EFFECTIVE IMMEDIATELY		PROVISION EXISTS BUT IS EFFECTIVE AT A LATER DATE		PROVISION INOPERATIVE DISPOSITION INOPERANTE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE									ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	114	62 817	78	45 585	34	16 242	2	990	TABAC (PRODUITS)
RUBBER AND PLASTICS	9	5 085	8	4 835	1	250	-	-	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	26	13 300	4	1 325	21	11 775	1	200	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	15	5 560	7	2 320	8	3 240	-	-	TEXTILE
KNITTING MILLS	53	27 783	34	13 958	12	7 910	7	5 915	BONNETERIE
CLOTHING INDUSTRIES	7	1 860	7	1 860	-	-	-	-	IND. DU VETEMENT
WOOD INDUSTRIES	26	36 565	16	9 525	5	13 100	5	13 940	INDUSTRIES DU BOIS
FURNITURE & FIXTURES	29	48 945	20	44 425	5	2 420	-	-	MEUBLES
PAPER AND ALLIED	13	3 950	8	2 200	5	1 750	-	-	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	123	67 125	103	57 785	11	4 170	1	350	IMPRIM./EDIT./CONN.
PRIMARY METAL	20	9 975	18	9 475	-	-	2	500	PREM. TRANSFORM. METAUX
METAL FABRICATING	61	62 145	9	3 940	41	48 150	10	9 455	FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	78	27 475	22	5 640	53	20 285	2	700	MACHINERIE
TRANSPORTATION EQUIP.	36	21 745	7	2 065	22	14 575	6	4 795	FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	88	111 794	24	17 099	55	90 495	9	4 200	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	63	45 600	17	8 580	38	27 585	5	7 675	PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	31	12 915	14	4 650	13	6 425	3	1 615	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	8	2 580	8	2 580	-	-	-	-	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	31	13 280	23	9 665	6	2 215	2	1 400	IND. MANUF. DIVERSES
	17	6 565	11	4 700	6	1 865	-	-	
TOTAL	848	587 064	438	252 212	336	272 452	55	51 735	TOTAL
							19	10 665	

TABLE 41-TABLEAU 41

WAGE INCENTIVE PRIMES AU RENDEMENT											
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		INDIVIDUAL WAGE INCENTIVE PLAN REGIME DE RENDEMENT INDIVIDUEL		GROUP INCENTIVE PLAN REGIME DE RENDEMENT COLLECTIF		PIECE RATE INCENTIVE PLAN REGIME DE RENDEMENT A LA PIECE		
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING										IND. MANUFACTURIERES	
FOOD AND BEVERAGE	114	62 817	97	53 047	6	3 295	-	-	11	6 475	
TOBACCO PRODUCTS	9	5 085	7	3 080	-	-	-	-	2	2 005	
RUBBER AND PLASTICS	26	13 300	4	1 025	13	9 325	-	1	275	7	2 175
LEATHER INDUSTRIES	15	5 560	2	1 045	2	535	-	-	7	2 145	
TEXTILE INDUSTRIES	53	27 783	15	7 880	9	5 055	-	3	2 455	18	8 528
KNITTING MILLS	7	1 860	1	210	1	365	-	-	4	1 065	
CLOTHING INDUSTRIES	26	36 565	5	2 595	4	1 660	-	-	17	32 310	
WOOD INDUSTRIES	29	48 945	20	10 315	4	8 575	-	-	4	29 320	
FURNITURE & FIXTURES	13	3 950	5	1 230	6	2 170	-	-	1	350	
PAPER AND ALLIED	123	67 125	118	63 710	3	1 920	-	-	1	245	
PRINT/PUBLISH/ALLIED	20	9 975	19	9 740	-	-	-	-	1	235	
PRIMARY METAL	61	62 145	37	22 415	17	37 210	-	-	1	560	
METAL FABRICATING	78	27 475	47	14 960	12	6 330	-	-	5	1 220	
MACHINERY INDUSTRIES	36	21 745	20	10 170	9	8 945	-	-	2	1 025	
TRANSPORTATION EQUIP.	88	111 794	71	87 519	5	6 730	-	2	3 500	4	3 650
ELECTRICAL PRODUCTS	63	45 600	41	28 875	16	9 165	-	-	2	500	
NONMETAL MINERAL PROD	31	12 915	21	10 045	7	2 035	-	-	2	635	
PETROLEUM & COAL PROD	8	2 580	8	2 580	-	-	-	-	-	-	
CHEMICAL & CHEM. PROD	31	13 280	28	12 155	-	-	-	1	525	2	600
MISC. MANUFACTURING	17	6 565	8	2 585	6	3 190	-	-	-	1	360
TOTAL	848	587 064	574	345 181	120	106 505	7	6 755	92	93 403	TOTAL

TABLE 41 (CONT'D.)-TABLEAU 41 (SUITE)

WAGE INCENTIVE PRIMES AU RENDEMENT									
GROUPING	COMBINATION OF WAGE INCENTIVE PLANS		PLAN MENTIONED BUT NO DETAILS GIVEN		OTHER AUTRES DISPOSITIONS				GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	-	-	-	-	-	-			ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	-	-	-	-	-	-			TABAC (PRODUITS)
RUBBER AND PLASTICS	-	-	-	-	-	-			CADUTCHOUQ/PLASTIQUE
LEATHER INDUSTRIES	4	1 835	-	-	-	500			INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	5	1 475	2	590	-	1 800			TEXTILE
KNITTING MILLS	-	-	1	220	-	-			BONNETERIE
CLOTHING INDUSTRIES	-	-	-	-	-	-			IND. DU VETEMENT
WOOD INDUSTRIES	1	735	-	-	-	-			INDUSTRIES DU BOIS
FURNITURE & FIXTURES	-	-	1	200	-	-			MEUBLES
PAPER AND ALLIED	-	-	1	1 250	-	-			PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	-	-	-	-	-	-			IMPRIM./EDIT./CONN.
PRIMARY METAL	-	-	-	-	-	-			PREM. TRANSFORM. METAUX
METAL FABRICATING	1	405	3	900	3	1 060			FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	2	780	3	910	10	3 650			MACHINERIE
TRANSPORTATION EQUIP.	4	1 340	1	385	2	440			FABRIC. D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	3	6 760	1	300	2	9 055			PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	1	200	-	-	-	-			PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	-	-	-	-	-	-			CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	-	-	-	-	-	-			INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	-	-	1	200	1	230			IND. MANUF. DIVERSES
TOTAL	21	13 530	14	4 955	20	16 735			TOTAL

TABLE 42-TABLEAU 42

PAY GUARANTEE DURING MACHINERY BREAKDOWN OR ADVERSE WEATHER CONDITIONS GARANTIE DE SALAIRE A L'OCCASION D'INTERMITTENCES OU DE PANNES D'EQUIPEMENT									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		PROVISION EXISTS DISPOSITION EXISTE				GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	101	50 822	13	11 995			ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	9	5 085	9	5 085	-	-			TABAC (PRODUITS)
RUBBER AND PLASTICS	26	13 300	15	6 595	11	6 705			CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	15	5 560	7	2 370	8	3 190			INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	53	27 783	36	19 035	17	8 748			TEXTILE
KNITTING MILLS	7	1 860	4	1 040	3	820			BONNETERIE
CLOTHING INDUSTRIES	26	36 565	12	6 405	14	30 160			IND. DU VETEMENT
WOOD INDUSTRIES	29	48 945	23	19 250	6	29 695			INDUSTRIES DU BOIS
FURNITURE & FIXTURES	13	3 950	10	2 760	3	1 190			MEUBLES
PAPER AND ALLIED	123	67 125	65	32 790	58	34 335			PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	20	9 975	18	9 475	2	500			IMPRIM./EDIT./CONN.
PRIMARY METAL	61	62 145	54	56 455	7	5 690			PREM. TRANSFORM. METAUX
METAL FABRICATING	78	27 475	71	24 895	7	2 580			FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	36	21 745	34	15 795	2	5 950			MACHINERIE
TRANSPORTATION EQUIP.	88	111 794	66	63 424	22	48 370			FABRIC. D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	63	45 600	51	29 200	12	16 400			PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	31	12 915	26	10 425	5	2 490			PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	8	2 580	8	2 580	-	-			CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	31	13 280	30	12 860	1	420			INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	17	6 565	13	5 350	4	1 215			IND. MANUF. DIVERSES
TOTAL	848	587 064	653	376 611	195	210 453			TOTAL

TABLE 43-TABLEAU 43

NUMBER OF PAID HOLIDAYS PER YEAR NOMBRE DE JOURS FÉRIES PAYÉS PAR ANNÉE											
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		LESS THAN 9 DAYS MOINS DE 9 JOURS		9 DAYS 9 JOURS		10 DAYS 10 JOURS		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING											IND. MANUFACTURIÈRES
FOOD AND BEVERAGE	114	62 817	1	210	2	700	4	3 005	28	17 195	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	9	5 085	-	-	1	470	-	-	-	-	TABAC (PRODUITS)
RUBBER AND PLASTICS	26	13 300	-	-	-	-	-	-	1	240	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	15	5 560	-	-	-	-	1	840	5	1 190	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	53	27 783	-	-	-	-	-	-	6	1 770	TEXTILE
KNITTING MILLS	7	1 860	-	-	-	-	-	-	3	660	BONNETERIE
CLOTHING INDUSTRIES	26	36 565	-	-	3	2 140	8	26 600	6	3 510	IND. DU VÊTEMENT
WOOD INDUSTRIES	29	48 945	-	-	1	250	-	-	6	8 370	INDUSTRIES DU BOIS
FURNITURE AND FIXTURE	13	3 950	-	-	-	-	-	-	1	325	MEUBLES
PAPER AND ALLIED	123	67 125	-	-	1	250	7	6 705	10	4 195	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	20	9 975	-	-	-	-	3	1 805	4	1 470	IMPRIM./EDIT./CONN.
PRIMARY METAL	61	62 145	1	200	1	2 415	10	23 615	7	6 280	PREM. TRANSFORM. METAUX
METAL FABRICATING	78	27 475	-	-	1	450	8	2 670	7	1 625	FABRIC. -PROD. METAUX
MACHINERY INDUSTRIES	36	21 745	-	-	-	-	-	-	3	1 515	MACHINERIE
TRANSPORTATION EQUIP.	88	111 794	1	400	-	-	2	720	4	3 650	FABRIC. D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	63	45 600	1	220	-	-	-	-	1	400	PRODUITS ÉLECTRIQUES
NONMETAL MINERAL PROD	31	12 915	-	-	-	-	-	-	4	1 485	PROD. MINÉRIERS NON-MET.
PETROLEUM & COAL PROD	8	2 580	-	-	-	-	-	-	5	1 405	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	31	13 280	-	-	-	-	-	-	4	1 180	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	17	6 565	-	-	-	-	-	-	-	-	IND. MANUF. DIVERSES
TOTAL	848	587 064	4	1 030	10	6 675	43	65 960	105	56 465	TOTAL

TABLE 43 (CONT'D.)-TABLEAU 43 (SUITE)

TABLE 43 (CONT'D.)-TABLEAU 43 (SUITE)

NUMBER OF PAID HOLIDAYS PER YEAR NOMBRE DE JOURS FÉRIES PAYÉS PAR ANNÉE									
GROUPING	13 DAYS 13 JOURS		14 DAYS 14 JOURS		15 DAYS 15 JOURS		MORE THAN 15 DAYS PLUS DE 15 JOURS		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIÈRES
FOOD AND BEVERAGE	12	8 880	3	1 810	-	-	-	-	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	-	-	5	2 655	3	1 960	-	-	TABAC (PRODUITS)
RUBBER AND PLASTICS	1	410	2	570	-	-	-	-	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	-	-	-	-	1	450	-	-	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	15	9 800	2	2 550	1	280	-	-	TEXTILE
KNITTING MILLS	-	-	-	-	-	-	-	-	BONNETERIE
CLOTHING INDUSTRIES	-	-	1	1 265	-	-	-	-	IND. DU VÊTEMENT
WOOD INDUSTRIES	-	585	-	-	-	-	-	-	INDUSTRIES DU BOIS
FURNITURE AND FIXTURE	2	-	-	-	-	-	-	-	MEUBLES
PAPER AND ALLIED	17	7 310	3	1 175	-	-	1	250	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	-	-	-	-	-	-	-	-	IMPRIM./EDIT./CONN.
PRIMARY METAL	3	1 455	3	845	1	350	3	1 175	PREM. TRANSFORM. METAUX
METAL FABRICATING	5	1 475	4	1 570	2	750	3	1 600	FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	5	2 720	2	5 800	2	1 255	-	-	MACHINERIE
TRANSPORTATION EQUIP.	22	20 330	9	15 480	9	13 475	12	37 460	FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	7	3 520	9	10 885	-	-	2	3 080	PRODUITS ÉLECTRIQUES
NONMETAL MINERAL PROD	2	1 300	-	-	-	-	-	-	PROD. MINIERS NON-MET.
PETROLEUM & COAL PROD	-	-	-	-	-	-	-	-	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	3	1 710	-	-	1	530	-	-	INDUSTRIE CHIMIQUE
MTSC. MANUFACTURING	-	-	-	-	-	-	1	200	IND. MANUF. DIVERSES
TOTAL	94	59 495	43	44 605	20	19 050	22	43 765	TOTAL

TABLE 44-TABLEAU 44

ELIGIBILITY FOR PAID HOLIDAYS (MINIMUM SERVICE) ADMISSIBILITE AUX JOURS FERIES PAVES (TEMPS DE SERVICE MINIMUM)											
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		UP TO 1 MONTH JUSQU'A 1 MOIS		2 MONTHS 2 MOIS		3 MONTHS 3 MOIS		
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING										IND. MANUFACTURIERES	
FOOD AND BEVERAGE	114	62 817	50	30 007	13	5 000	27	16 045	17	7 930	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	9	5 085	5	2 240	3	2 375	1	470	-	-	TABAC (PRODUITS)
RUBBER AND PLASTICS	26	13 300	19	11 060	5	1 840	1	200	1	200	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	15	5 560	-	-	2	470	5	1 460	6	2 380	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	53	27 783	26	15 423	2	450	13	5 205	12	6 705	TEXTILE
KNITTING MILLS	7	1 860	2	580	3	695	1	220	1	365	BONNETERIE
CLOTHING INDUSTRIES	26	36 565	10	14 725	7	15 210	2	455	6	5 815	IND. DU VETEMENT
WOOD INDUSTRIES	29	48 945	1	250	18	45 340	7	2 475	3	880	INDUSTRIES DU BOIS
FURNITURE AND FIXTURE	13	3 950	6	1 780	2	410	4	1 540	1	220	MEUBLES
PAPER AND ALLIED	123	67 125	15	5 370	53	31 640	34	18 105	14	7 470	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	20	9 975	15	6 555	3	1 500	1	570	1	1 350	IMPRIM./EDIT./CONN.
PRIMARY METAL	61	62 145	20	13 855	22	37 045	12	7 130	7	4 115	PREM. TRANSFORM. METAUX
METAL FABRICATING	78	27 475	30	11 340	27	7 865	12	5 240	8	2 830	FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	36	21 745	14	4 785	12	7 750	7	7 145	3	2 065	MACHINERIE
TRANSPORTATION EQUIP.	88	111 794	31	31 090	17	10 759	22	13 050	12	27 335	FABRIC. D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	63	45 600	29	20 320	13	14 275	12	5 230	6	2 550	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	31	12 915	9	3 965	8	2 025	9	4 670	5	2 255	PROD. MIN. NON-MET.
PETROLEUM & COAL PROD	8	2 580	7	2 255	1	325	-	-	-	-	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	31	13 280	18	8 085	4	1 755	6	1 990	3	1 450	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	17	6 565	5	2 270	3	690	7	2 175	2	1 430	IND. MANUF. DIVERSES
TOTAL	848	587 064	312	185 955	218	187 419	183	93 375	108	77 345	TOTAL

TABLE 44 (CONT'D.)-TABLEAU 44 (SUITE)

ELIGIBILITY FOR PAID HOLIDAYS (MINIMUM SERVICE) ADMISSIBILITE AUX JOURS FERIES PAYES (TEMPS DE SERVICE MINIMUM)									
GROUPING	4 MONTHS 4 MOIS		5 MONTHS 5 MOIS		6 MONTHS 6 MOIS		MORE THAN 6 MONTHS PLUS DE 6 MOIS		OTHER AUTRES DISPOSITIONS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	2	450	3	1 085	2	2 300	-	-	-
TOBACCO PRODUCTS	-	-	-	-	-	-	-	-	-
RUBBER AND PLASTICS	-	-	-	-	-	-	-	-	-
LEATHER INDUSTRIES	-	-	-	-	1	300	1	950	-
TEXTILE INDUSTRIES	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-
CLOTHING INDUSTRIES	-	-	-	-	1	360	-	-	-
WOOD INDUSTRIES	-	-	-	-	-	-	-	-	-
FURNITURE AND FIXTURE	-	-	-	-	-	-	-	-	-
PAPER AND ALLIED	-	-	-	-	1	1 200	1	600	-
PRINT/PUBLISH/ALLIED	-	-	-	-	-	-	-	-	-
PRIMARY METAL	-	-	-	-	-	-	-	-	-
METAL FABRICATING	-	-	-	-	-	-	-	-	-
MACHINERY INDUSTRIES	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP.	-	-	6	29 560	-	-	-	-	-
ELECTRICAL PRODUCTS	-	-	1	2 020	1	630	-	-	-
NONMETAL MINERAL PROD	1	575	-	-	-	-	-	-	-
PETROLEUM & COAL PROD	-	-	-	-	-	-	-	-	-
CHEMICAL & CHEM. PROD	-	-	-	-	-	-	-	-	-
MISC. MANUFACTURING	-	-	-	-	-	-	-	-	-
TOTAL	3	1 025	10	32 665	6	4 790	2	1 550	2 940
									IND. MANUFACTURIERES
									ALIMENTS ET BOISSONS
									TABAC (PRODUITS)
									CAGUTCHOUQ/PLASTIQUE
									INDUSTRIES DU CUIR
									TEXTILE
									BONNETERIE
									IND. DU VETEMENT
									INDUSTRIES DU BOIS
									MEUBLES
									PAPIER/IND. CONNEXES
									IMPRIM./EDIT./CONN.
									PREM. TRANSFORM. METAUX
									FABRIC.-PROD. METAUX
									MACHINERIE
									FABRIC D'EQUIP. TRANS.
									PRODUITS ELECTRIQUES
									PROD. MINIERES NON-MET.
									CHARBON/PROD. PETROL.
									INDUSTRIE CHIMIQUE
									IND. MANUF. DIVERSES
									TOTAL

TABLE 45-TABLEAU 45

ELIGIBILITY FOR PAID HOLIDAYS (OTHER REQUIREMENTS) ADMISSIBILITE AUX JOURS FERIES PAYES (AUTRES CRITERES)										
GROUPING	ALL AGREEMENTS		NO PROVISION AUCUNE DISPOSITION		WORK THE LAST WORKING DAY BEFORE HOLIDAY		WORK THE NEXT WORKING DAY AFTER HOLIDAY		BOTH: WORKING DAY BEFORE AND AFTER HOLIDAY	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
MANUFACTURING										
FOOD AND BEVERAGE	114	62 817	14	6 835	2	4 600	-	-	69	31 217
TOBACCO PRODUCTS	9	5 085	-	-	-	-	-	-	9	5 085
RUBBER AND PLASTICS	26	13 300	-	-	-	-	-	-	25	13 100
LEATHER INDUSTRIES	15	5 560	1	300	-	-	-	-	12	4 570
TEXTILE INDUSTRIES	53	27 783	2	735	-	-	-	-	47	24 448
KNITTING MILLS	7	1 860	-	-	-	-	-	-	7	1 860
CLOTHING INDUSTRIES	26	36 565	2	1 600	-	-	-	-	18	19 475
WOOD INDUSTRIES	29	48 945	-	-	-	-	-	-	29	48 945
FURNITURE AND FIXTURE	13	3 950	1	350	-	-	-	-	11	3 400
PAPER AND ALLIED	123	67 125	11	8 815	-	-	-	-	95	49 545
PRINT/PUBLISH/ALLIED	20	9 975	7	3 430	-	-	-	-	10	5 005
PRIMARY METAL	61	62 145	3	1 400	1	600	-	-	50	56 245
METAL FABRICATING	78	27 475	2	425	1	480	-	-	60	19 710
MACHINERY INDUSTRIES	36	21 745	-	-	2	1 175	-	-	24	16 035
TRANSPORTATION EQUIP.	88	111 794	13	9 450	1	225	-	-	60	91 359
ELECTRICAL PRODUCTS	63	45 600	2	1 225	-	-	-	-	47	30 310
NONMETAL MINERAL PROD	31	12 915	2	455	-	-	-	-	27	11 710
PETROLEUM & COAL PROD	8	2 580	1	205	-	-	-	-	5	1 785
CHEMICAL & CHEM.PROD	31	13 280	1	820	-	-	1	200	26	9 935
MISC.MANUFACTURING	17	6 565	-	-	-	-	-	-	15	6 125
TOTAL	848	587 064	62	36 045	7	7 080	1	200	646	449 864
										IND. MANUFACTURIERES
										ALIMENTS ET BOISSONS
										TABAC (PRODUITS)
										CAOUTCHOUC/PLASTIQUE
										INDUSTRIES DU CUIR
										TEXTILE
										BONNETERIE
										IND. DU VETEMENT
										INDUSTRIES DU BOIS
										MEUBLES
										PAPIER/IND. CONNEXES
										IMPRIM./EDIT./CONN.
										PREM. TRANSFORM. METAUX
										FABRIC.-PROD. METAUX
										MACHINERIE
										FABRIC.D'EQUIP. TRANS.
										PRODUITS ELECTRIQUES
										PROD. MINIERES NON-MET.
										CHARBON/PROD. PETROL.
										INDUSTRIE CHIMIQUE
										IND. MANUF. DIVERSES
										TOTAL

TABLE 45 (CONT'D.) - TABLEAU 45 (SUITE)

ELIGIBILITY FOR PAID HOLIDAYS (OTHER REQUIREMENTS) ADMISSIBILITE AUX JOURS FERIÉS PAYÉS (AUTRES CRITIÈRES)									
GROUPING	EITHER WORKING DAY BEFORE OR AFTER HOLIDAY		WORK PRIOR TO OR DURING HOLIDAY PERIOD		OTHER AUTRES DISPOSITIONS		GROUPE		
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
MANUFACTURING							IND. MANUFACTURIÈRES		
FOOD AND BEVERAGE	7	7 690	19	11 600	3	875	ALIMENTS ET BOISSONS		
TOBACCO PRODUCTS	-	-	-	-	-	-	TABAC (PRODUITS)		
RUBBER AND PLASTICS	1	200	-	-	-	-	CAOUTCHOUC/PLASTIQUE		
LEATHER INDUSTRIES	1	240	1	450	-	-	INDUSTRIES DU CUIR		
TEXTILE INDUSTRIES	4	2 600	-	-	-	-	TEXTILE		
KNITTING MILLS	-	-	-	-	-	-	BONNETERIE		
CLOTHING INDUSTRIES	1	650	5	14 840	-	-	IND. DU VÊTEMENT		
WOOD INDUSTRIES	-	-	-	-	-	-	INDUSTRIES DU BOIS		
FURNITURE AND FIXTURE	-	-	1	200	-	-	MEUBLES		
PAPER AND ALLIED	5	2 740	10	5 100	2	925	PAPIER/IND. CONNEXES		
PRINT/PUBLISH/ALLIED	1	700	2	840	-	-	IMPRIM./EDIT./CONN.		
PRIMARY METAL	2	1 300	5	2 600	-	-	PREM. TRANSFORM. METAUX		
METAL FABRICATING	4	1 075	10	5 380	1	405	FABRIC.-PROD. METAUX		
MACHINERY INDUSTRIES	4	1 120	6	3 415	-	-	MACHINERIE		
TRANSPORTATION EQUIP.	6	6 210	6	2 935	2	1 615	FABRIC. D'EQUIP. TRANS.		
ELECTRICAL PRODUCTS	9	10 015	5	4 050	-	-	PRODUITS ELECTRIQUES		
NONMETAL MINERAL PROD	2	750	-	-	-	-	PROD. MINIERS NON-MET.		
PETROLEUM & COAL PROD	2	590	-	-	-	-	CHARBON/PROD. PETROL.		
CHEMICAL & CHEM. PROD	2	2 100	-	-	1	225	INDUSTRIE CHIMIQUE		
MISC. MANUFACTURING	-	-	2	440	-	-	IND. MANUF. DIVERSES		
TOTAL	51	37 980	72	51 850	9	4 045	TOTAL		

TABLE 46-TABLEAU 46

PAID HOLIDAY FALLING ON SATURDAY OR 6TH DAY (NOT NORMALLY WORKED) JOUR FERIE PAYE TOMBANT LE SAMEDI OU LE 6E JOUR (NORMALEMENT CHOME)									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		WORKING DAY OFF WITH PAY		EXTRA DAY'S PAY		APPLIES TO SOME PAID HOLIDAYS ONLY
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	39	26 255	58	30 457	3	820	-
TOBACCO PRODUCTS	9	5 085	9	5 085	-	-	-	-	-
RUBBER AND PLASTICS	26	13 300	10	4 820	13	6 940	2	1 340	1
LEATHER INDUSTRIES	15	5 560	7	2 395	5	1 515	1	950	200
TEXTILE INDUSTRIES	53	27 783	29	14 695	18	8 923	2	1 365	450
KNITTING MILLS	7	1 860	2	575	4	1 025	1	260	2 035
CLOTHING INDUSTRIES	26	36 565	5	2 425	16	28 275	3	2 600	-
WOOD INDUSTRIES	29	48 945	3	1 190	23	46 830	1	225	3 265
FURNITURE AND FIXTURE	13	3 950	1	210	10	3 320	1	220	200
PAPER AND ALLIED	123	67 125	84	46 240	29	17 305	2	750	-
PRINT/PUBLISH/ALLIED	20	9 975	-	-	14	6 970	-	-	640
PRIMARY METAL	61	62 145	29	41 975	27	17 435	2	685	-
METAL FABRICATING	78	27 475	31	11 740	46	15 330	-	-	2 050
MACHINERY INDUSTRIES	36	21 745	10	9 345	25	11 900	-	-	1 405
TRANSPORTATION EQUIP.	88	111 794	25	57 200	58	43 584	2	8 845	500
ELECTRICAL PRODUCTS	63	45 600	11	8 880	51	36 420	1	300	-
NONMETAL MINERAL PROD	31	12 915	13	6 615	15	5 525	1	250	-
PETROLEUM & COAL PROD	8	2 580	2	775	6	1 805	-	-	525
CHEMICAL & CHEM. PROD	31	13 280	10	3 840	21	9 440	-	-	-
MISC. MANUFACTURING	17	6 565	5	2 080	10	3 445	-	-	-
TOTAL	848	587 064	325	246 340	449	296 444	22	18 610	10 270
							16		
									TOTAL

TABLE 46 (CONT'D.)-TABLEAU 46 (SUITE)

PAID HOLIDAY FALLING ON SATURDAY OR 6TH DAY (NOT NORMALLY WORKED) JOUR FERIE PAYE TOMBANT LE SAMEDI OU LE 6E JOUR (NORMALEMENT CHOME)						
	WORKING DAY OFF OR EXTRA DAY'S PAY	OTHER AUTRES DISPOSITIONS				
	JOUR OUVRABLE PAYE OU CHOME EN SUBSTITUTION					
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV		
GROUPING						GROUPE
MANUFACTURING						IND. MANUFACTURIERES
FOOD AND BEVERAGE	13	4 765	1	520		ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	-	-	-	-		TABAC (PRODUITS)
RUBBER AND PLASTICS	-	-	-	-		CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	1	250	-	-		INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	2	765	-	-		TEXTILE
KNITTING MILLS	-	-	-	-		BONNETERIE
CLOTHING INDUSTRIES	-	-	-	-		IND. DU VETEMENT
WOOD INDUSTRIES	1	500	-	-		INDUSTRIES DU BOIS
FURNITURE AND FIXTURE	1	200	-	-		MEUBLES
PAPER AND ALLIED	5	1 940	1	250		PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	6	3 005	-	-		IMPRIM./EDIT./CONN.
PRIMARY METAL	-	-	-	-		PREM. TRANSFORM. METAUX
METAL FABRICATING	-	-	-	-		FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	-	-	-	-		MACHINERIE
TRANSPORTATION EQUIP.	3	2 165	-	-		FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	-	-	-	-		PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	-	-	-	-		PROD. MINIER NON-MET.
PETROLEUM & COAL PROD	-	-	-	-		CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	-	-	-	-		INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	1	800	1	240		IND. MANUF. DIVERSES
TOTAL	33	14 390	3	1 010		TOTAL

TABLE 47-TABLEAU 47

TABLE 47 (CONT'D.)-TABLEAU 47 (SUITE)

PAID HOLIDAY FALLING ON SUNDAY OR 7TH DAY (NOT NORMALLY WORKED) JOUR FERIE PAYE TOMBANT LE DIMANCHE OU LE 7E JOUR (NORMALEMENT CHOME)									
GROUPING	WORKING DAY OFF OR EXTRA DAY'S PAY		OTHER AUTRES DISPOSITIONS		AGMTS CONV	WORKERS TRAV		AGMTS CONV	WORKERS TRAV
	AGMTS CONV	WORKERS TRAV	JOUR OUVRABLE PAYE OU CHOME EN SUBSTITUTION						
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	13	4 765			1	520			ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	-	-			-	-			TABAC (PRODUITS)
RUBBER AND PLASTICS	-	-			-	-			CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	1	250			-	-			INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	3	1 765			-	-			TEXTILE
KNITTING MILLS	-	-			-	-			BONNETERIE
CLOTHING INDUSTRIES	-	-			-	-			IND. DU VETEMENT
WOOD INDUSTRIES	1	500			-	-			INDUSTRIES DU BOIS
FURNITURE AND FIXTURE	1	200			-	-			MEUBLES
PAPER AND ALLIED	6	2 290			1	250			PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	6	3 005			-	-			IMPRIM./EDIT./CONN.
PRIMARY METAL	-	-			-	-			PREM. TRANSFORM. METAUX
METAL FABRICATING	-	-			-	-			FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	-	-			-	-			MACHINERIE
TRANSPORTATION EQUIP.	2	765			-	-			FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	-	-			-	-			PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	-	-			-	-			PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	-	-			-	-			CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	-	-			-	-			INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	1	800			1	240			IND. MANUF. DIVERSES
TOTAL	34	14 340			3	1 010			TOTAL

TABLE 48 - TABLEAU 48

PAID VACATION - SELECTION VACANCES PAYEES - CHOIX												
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		PLANT SHUTDOWN FERMETURE D'ETABLISSEMENT		EMPLOYEE'S RIGHT TO SELECT HIS VACATION		PLANT SHUT-DOWN/ EMPLOYEE'S RIGHT TO SELECT		GROUPE	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV		
MANUFACTURING											IND. MANUFACTURIERES	
FOOD AND BEVERAGE	114	62 817	9	3 440	1	375	82	48 137	22	10 865	ALIMENTS ET BOISSONS	
TOBACCO PRODUCTS	9	5 085	1	470	-	-	1	370	7	4 245	TABAC (PRODUITS)	
RUBBER AND PLASTICS	26	13 300	5	1 595	2	1 075	2	2 700	17	7 930	CAOUTCHOUC/PLASTIQUE	
LEATHER INDUSTRIES	15	5 560	4	1 255	3	1 665	4	1 710	4	930	INDUSTRIES DU CUIR	
TEXTILE INDUSTRIES	53	27 783	2	575	4	975	14	9 230	33	17 003	TEXTILE	
KNITTING MILLS	7	1 860	-	-	-	-	-	1	210	6	1 650	BONNETERIE
CLOTHING INDUSTRIES	26	36 565	10	4 560	3	13 500	2	1 010	11	17 495	IND. DU VETEMENT	
WOOD INDUSTRIES	29	48 945	1	300	1	285	18	45 240	9	3 120	INDUSTRIES DU BOIS	
FURNITURE AND FIXTURE	13	3 950	-	-	1	360	6	1 430	6	2 160	MEUBLES	
PAPER AND ALLIED	123	67 125	11	10 065	3	2 185	95	48 895	14	5 980	PAPIER/IND. CONNEXES	
PRINT/PUBLISH/ALLIED	20	9 975	-	-	-	-	19	9 705	1	270	IMPRIM./EDIT./CONN.	
PRIMARY METAL	61	62 145	4	1 215	3	3 100	29	41 890	25	15 940	PREM. TRANSFORM. METAUX	
METAL FABRICATING	78	27 475	10	2 790	3	860	17	6 940	48	16 885	FABRIC.-PROD. METAUX	
MACHINERY INDUSTRIES	36	21 745	2	1 415	2	1 385	1	250	31	18 695	MACHINERIE	
TRANSPORTATION EQUIP.	88	111 794	12	9 360	5	11 435	18	10 175	53	80 824	FABRIC.D'EQUIP. TRANS.	
ELECTRICAL PRODUCTS	63	45 600	11	5 125	4	6 615	5	4 880	43	28 980	PRODUITS ELECTRIQUES	
NONMETAL MINERAL PROD	31	12 915	4	1 500	-	-	11	3 685	16	7 730	PROD. MINERS NON-MET.	
PETROLEUM & COAL PROD	8	2 580	2	525	-	-	6	2 055	-	-	CHARBON/PROD. PETROL.	
CHEMICAL & CHEM.PROD	31	13 280	7	2 545	1	310	13	7 045	10	3 380	INDUSTRIE CHIMIQUE	
MISC.MANUFACTURING	17	6 565	3	2 335	-	-	4	1 150	10	3 080	IND. MANUF. DIVERSES	
TOTAL	848	587 064	98	49 070	36	44 125	348	246 707	366	247 162	TOTAL	

TABLE 49-TABLEAU 49

[illegible]

TABLE 49 (CONT'D.) - TABLEAU 49 (SUITE)

ANNUAL PAID VACATION OF 3 WEEKS - LENGTH OF SERVICE REQUIRED TO QUALIFY CONGE ANNUEL PAYÉ DE 3 SEMAINES - TEMPS DE SERVICE REQUIS									
GROUPING	4 YEARS 4 ANS		5 YEARS 5 ANS		6 TO 9 YEARS DE 6 A 9 ANS		10 YEARS OR MORE 10 ANS OU PLUS		OTHER AUTRES DISPOSITIONS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	10	6 450	71	41 827	8	2 600	2	715	-
TOBACCO PRODUCTS	-	-	8	4 615	-	-	-	-	-
RUBBER AND PLASTICS	-	-	25	13 005	1	295	-	-	-
LEATHER INDUSTRIES	-	-	11	4 325	1	235	1	300	-
TEXTILE INDUSTRIES	1	525	18	9 623	29	15 730	3	1 195	-
KNITTING MILLS	2	470	1	365	3	805	1	220	-
CLOTHING INDUSTRIES	2	2 200	10	4 335	5	2 730	-	-	-
WOOD INDUSTRIES	3	845	5	1 785	6	1 660	2	585	-
FURNITURE AND FIXTURE	1	220	3	900	5	1 860	1	350	-
PAPER AND ALLIED	24	16 345	64	33 490	9	2 555	-	-	-
PRINT/PUBLISH/ALLIED	-	-	2	480	-	-	1	700	-
PRIMARY METAL	2	1 400	36	39 480	5	2 450	1	735	-
METAL FABRICATING	2	605	52	19 065	14	3 390	2	2 050	-
MACHINERY INDUSTRIES	-	-	27	15 805	5	2 070	-	-	-
TRANSPORTATION EQUIP.	5	5 055	45	66 915	17	14 040	2	2 745	-
ELECTRICAL PRODUCTS	4	1 605	51	40 395	6	2 675	1	275	-
NONMETAL MINERAL PROD	1	220	21	9 855	2	555	1	250	-
PETROLEUM & COAL PROD	-	-	-	-	-	-	-	-	-
CHEMICAL & CHEM. PROD	1	525	11	3 740	3	1 480	-	-	-
MISC. MANUFACTURING	1	205	11	4 365	4	1 755	-	-	-
TOTAL	59	36 670	472	314 370	123	56 885	18	10 120	-
									IND. MANUFACTURIERES
									ALIMENTS ET BOISSONS
									TABAC (PRODUITS)
									CAOUTCHOUC/PLASTIQUE
									INDUSTRIES DU CUIR
									TEXTILE
									BONNETERIE
									IND. DU VETEMENT
									INDUSTRIES DU BOIS
									MEUBLES
									PAPIER/IND. CONNEXES
									IMPRIM./EDIT./CONN.
									PREM. TRANSFORM. METAUX
									FABRIC.-PROD. METAUX
									MACHINERIE
									FABRIC. D'EQUIP. TRANS.
									PRODUITS ELECTRIQUES
									PROD. MINIERES NON-MET.
									CHARBON/PROD. PETROL.
									INDUSTRIE CHIMIQUE
									IND. MANUF. DIVERSES
									TOTAL

TABLE 50-TABEAU 50

ANNUAL PAID VACATION OF 4 WEEKS - LENGTH OF SERVICE REQUIRED TO QUALIFY CONGE ANNUEL PAYE DE 4 SEMAINES - TEMPS DE SERVICE REQUIS									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		ONE YEAR OR LESS UN AN OU MOINS		2 TO 4 YEARS DE 2 ANS A 4 ANS		5 YEARS 5 ANS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									
IND. MANUFACTURIERES									
FOOD AND BEVERAGE	114	62 817	2	1 100	-	-	-	1	220
TOBACCO PRODUCTS	9	5 085	-	-	-	-	-	-	-
RUBBER AND PLASTICS	26	13 300	-	-	-	-	-	-	-
LEATHER INDUSTRIES	15	5 560	-	-	-	-	-	-	-
TEXTILE INDUSTRIES	53	27 783	1	295	-	-	-	-	-
KNITTING MILLS	7	1 860	-	-	-	-	-	-	-
CLOTHING INDUSTRIES	26	36 565	7	13 960	-	-	3	13 500	-
WOOD INDUSTRIES	29	48 945	1	380	-	-	-	-	-
FURNITURE AND FIXTURE	13	3 950	1	325	-	-	-	-	-
PAPER AND ALLIED	123	67 125	1	575	1	470	-	-	-
PRINT/PUBLISH/ALLIED	20	9 975	-	-	-	-	-	5	3 150
PRIMARY METAL	61	62 145	1	290	-	-	-	2	1 170
METAL FABRICATING	78	27 475	1	200	-	-	-	-	-
MACHINERY INDUSTRIES	36	21 745	-	-	-	-	-	-	-
TRANSPORTATION EQUIP.	88	111 794	-	2 485	-	-	2	1 610	1 100
ELECTRICAL PRODUCTS	63	45 600	1	650	-	-	-	-	-
NONMETAL MINERAL PROD	31	12 915	2	480	-	-	-	-	-
PETROLEUM & COAL PROD	8	2 580	-	-	-	-	-	-	-
CHEMICAL & CHEM. PROD	31	13 280	4	1 300	-	-	1	200	-
MISC. MANUFACTURING	17	6 565	-	-	-	-	-	-	-
TOTAL	848	587 064	29	22 040	1	470	6	15 310	5 640

TABLE 50 (CONT'D.) - TABLEAU 50 (SUITE)

ANNUAL PAID VACATION OF 4 WEEKS - LENGTH OF SERVICE REQUIRED TO QUALIFY CONGE ANNUEL PAYE DE 4 SEMAINES - TEMPS DE SERVICE REQUIS									
GROUPING	6 TO 9 YEARS DE 6 ANS A 9 ANS		10 YEARS 10 ANS		11 TO 14 YEARS DE 11 ANS A 14 ANS		15 YEARS OR MORE 15 ANS OU PLUS		OTHER AUTRES DISPOSITIONS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	20	12 125	16	7 160	63	35 322	12	6 890	-
TOBACCO PRODUCTS	1	470	6	3 190	2	1 425	-	-	-
RUBBER AND PLASTICS	-	-	3	765	16	9 090	7	3 445	-
LEATHER INDUSTRIES	2	655	-	-	4	1 065	9	3 840	-
TEXTILE INDUSTRIES	-	-	5	4 020	7	3 220	40	20 248	-
KNITTING MILLS	-	-	1	210	3	975	3	675	-
CLOTHING INDUSTRIES	1	400	2	890	4	2 525	9	5 290	-
WOOD INDUSTRIES	12	43 870	1	200	9	2 940	6	1 555	-
FURNITURE AND FIXTURE	1	200	3	865	2	840	6	1 720	-
PAPER AND ALLIED	37	24 575	33	24 335	27	10 560	24	6 610	-
PRINT/PUBLISH/ALLIED	7	3 720	1	200	5	2 005	2	900	-
PRIMARY METAL	3	5 040	27	26 935	15	21 735	13	6 975	-
METAL FABRICATING	4	1 245	3	1 035	41	15 725	29	9 270	-
MACHINERY INDUSTRIES	2	2 700	4	2 900	17	6 945	13	9 200	-
TRANSPORTATION EQUIP.	9	6 095	14	10 394	21	17 050	33	73 060	-
ELECTRICAL PRODUCTS	-	-	7	4 780	43	34 070	12	6 100	-
NONMETAL MINERAL PROD	2	590	7	2 380	13	6 600	7	2 865	-
PETROLEUM & COAL PROD	1	205	7	2 375	-	-	-	-	-
CHEMICAL & CHEM. PROD	1	820	14	6 790	7	2 985	4	1 185	-
MISC. MANUFACTURING	-	-	1	500	7	1 985	9	4 080	-
TOTAL	103	102 710	155	99 924	306	177 062	238	163 908	-

TABLE 51-TABEAU 51

ANNUAL PAID VACATION OF 5 WEEKS - LENGTH OF SERVICE REQUIRED TO QUALIFY CONGE ANNUEL PAYE DE 5 SEMAINES - TEMPS DE SERVICE REQUIS									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		10 YEARS OR LESS 10 ANS OU MOINS		11 TO 14 YEARS DE 11 ANS A 14 ANS		15 YEARS 15 ANS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	16	8 785	-	-	4	2 280	6 625
TOBACCO PRODUCTS	9	5 085	-	-	1	470	-	-	3 190
RUBBER AND PLASTICS	26	13 300	6	2 670	-	-	-	-	-
LEATHER INDUSTRIES	15	5 560	7	2 295	1	205	-	-	-
TEXTILE INDUSTRIES	53	27 783	30	15 298	-	-	-	-	-
KNITTING MILLS	7	1 860	3	665	-	-	-	-	-
CLOTHING INDUSTRIES	26	36 565	20	34 090	-	-	-	-	-
WOOD INDUSTRIES	29	48 945	6	1 820	1	440	-	-	-
FURNITURE AND FIXTURE	13	3 950	6	1 720	-	-	-	-	375
PAPER AND ALLIED	123	67 125	8	2 655	1	610	-	-	-
PRINT/PUBLISH/ALLIED	20	9 975	1	200	5	3 150	2	530	-
PRIMARY METAL	61	62 145	5	2 315	-	-	2	1 170	-
METAL FABRICATING	78	27 475	15	4 580	-	-	-	-	9 045
MACHINERY INDUSTRIES	36	21 745	3	1 005	-	-	-	-	210
TRANSPORTATION EQUIP.	88	111 794	24	16 600	-	-	-	-	5 030
ELECTRICAL PRODUCTS	63	45 600	6	3 370	-	-	-	-	6 475
NONMETAL MINERAL PROD	31	12 915	7	2 535	2	1 610	-	-	-
PETROLEUM & COAL PROD	8	2 580	-	-	-	-	-	-	280
CHEMICAL & CHEM. PROD	31	13 280	-	1 780	-	-	-	-	-
MISC. MANUFACTURING	17	6 565	-	-	1	800	-	-	250
TOTAL	848	587 064	168	102 383	12	7 285	8	3 980	31 480
									TOTAL

TABLE 51 (CONT'D.) - TABLEAU 51 (SUITE)

ANNUAL PAID VACATION OF 5 WEEKS - LENGTH OF SERVICE REQUIRED TO QUALIFY CONGE ANNUEL PAYE DE 5 SEMAINES - TEMPS DE SERVICE REQUIS									
GROUPING	16 TO 19 YEARS DE 16 ANS A 19 ANS		20 YEARS 20 ANS		21 TO 24 YEARS DE 21 ANS A 24 ANS		25 YEARS OR MORE 25 ANS OU PLUS		OTHER AUTRES DISPOSITIONS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	14	10 225	36	22 545	23	8 687	6	3 670	-
TOBACCO PRODUCTS	2	1 425	-	-	-	-	-	-	-
RUBBER AND PLASTICS	1	200	17	9 850	-	-	2	580	-
LEATHER INDUSTRIES	-	-	-	-	3	830	4	2 230	-
TEXTILE INDUSTRIES	1	365	7	5 810	5	2 605	10	3 705	-
KNITTING MILLS	-	-	3	975	-	-	1	220	-
CLOTHING INDUSTRIES	2	600	4	650	-	-	3	1 225	-
WOOD INDUSTRIES	13	44 365	4	1 155	3	735	2	430	-
FURNITURE AND FIXTURE	1	200	1	220	1	630	3	805	-
PAPER AND ALLIED	25	15 295	33	21 225	39	17 475	17	9 865	-
PRINT/PUBLISH/ALLIED	3	2 675	5	1 625	2	770	2	1 025	-
PRIMARY METAL	1	225	22	21 155	16	22 025	10	6 210	-
METAL FABRICATING	3	880	22	8 485	19	7 285	18	6 035	-
MACHINERY INDUSTRIES	5	2 310	8	7 830	7	2 565	9	3 005	-
TRANSPORTATION EQUIP.	5	3 000	28	70 869	8	8 330	10	4 910	-
ELECTRICAL PRODUCTS	4	3 370	16	14 590	18	15 715	19	8 555	-
NONMETAL MINERAL PROD	4	1 275	3	1 245	6	2 220	10	5 360	-
PETROLEUM & COAL PROD	1	205	6	2 050	-	-	1	325	-
CHEMICAL & CHEM. PROD	2	1 080	16	7 445	4	1 130	3	1 595	-
MISC. MANUFACTURING	-	-	2	700	4	1 295	10	3 770	-
TOTAL	87	87 695	230	198 424	158	92 297	140	63 520	-

TABLE 52 - TABLEAU 52

ANNUAL PAID VACATION OF 6 WEEKS - LENGTH OF SERVICE REQUIRED TO QUALIFY CONGE ANNUEL PAYÉ DE 6 SEMAINES - TEMPS DE SERVICE REQUIS									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		15 YEARS OR LESS 15 ANS OU MOINS		16 TO 19 YEARS DE 16 ANS A 19 ANS		20 YEARS 20 ANS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	57	23 947	-	-	3	2 060	4 715
TOBACCO PRODUCTS	9	5 085	3	1 175	-	-	-	-	760
RUBBER AND PLASTICS	26	13 300	11	4 100	-	-	-	-	-
LEATHER INDUSTRIES	15	5 560	14	5 330	-	-	-	-	-
TEXTILE INDUSTRIES	53	27 783	47	24 378	-	-	-	-	-
KNITTING MILLS	7	1 860	6	1 495	-	-	-	-	-
CLOTHING INDUSTRIES	26	36 565	23	34 890	-	-	-	-	-
WOOD INDUSTRIES	29	48 945	12	3 605	-	-	-	-	-
FURNITURE AND FIXTURE	13	3 950	11	3 355	-	-	-	-	375
PAPER AND ALLIED	123	67 125	25	8 320	-	-	-	-	-
PRINT/PUBLISH/ALLIED	20	9 975	18	9 430	-	-	-	-	-
PRIMARY METAL	61	62 145	32	21 550	-	-	-	-	-
METAL FABRICATING	78	27 475	58	20 730	-	-	-	-	8 450
MACHINERY INDUSTRIES	36	21 745	21	12 725	-	-	-	-	210
TRANSPORTATION EQUIP.	88	111 794	71	99 839	-	-	-	-	2 430
ELECTRICAL PRODUCTS	63	45 600	39	24 935	-	-	-	-	8
NONMETAL MINERAL PROD	31	12 915	21	8 570	-	-	-	-	-
PETROLEUM & COAL PROD	8	2 580	7	2 375	-	-	-	-	-
CHEMICAL & CHEM. PROD	31	13 280	18	6 920	-	-	-	-	-
MISC. MANUFACTURING	17	6 565	13	4 370	-	-	-	-	-
TOTAL	848	587 064	507	322 039	-	-	3	2 060	20 960
									TOTAL

TABLE 52 (CONT'D.)--TABLEAU 52 (SUITE)

TABLE 53-TABLEAU 53

PAID VACATION MORE THAN 6 WEEKS CONGE ANNUEL PAYE DE PLUS DE 6 SEMAINES									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		7 WEEKS' VACATION 7 SEMAINES DE VACANCES		8 WEEKS' VACATION 8 SEMAINES DE VACANCES		MORE THAN 8 WEEKS' PLUS DE 8 SEMAINES
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	100	56 212	11	5 945	3	660	-
TOBACCO PRODUCTS	9	5 085	6	3 120	3	1 965	-	-	-
RUBBER AND PLASTICS	26	13 300	26	13 300	-	-	-	-	-
LEATHER INDUSTRIES	15	5 560	15	5 560	-	-	-	-	-
TEXTILE INDUSTRIES	53	27 783	53	27 783	-	-	-	-	-
KNITTING MILLS	7	1 860	7	1 860	-	-	-	-	-
CLOTHING INDUSTRIES	26	36 565	26	36 565	-	-	-	-	-
WOOD INDUSTRIES	29	48 945	29	48 945	-	-	-	-	-
FURNITURE AND FIXTURE	13	3 950	13	3 950	-	-	-	-	-
PAPER AND ALLIED	123	67 125	116	60 690	7	6 435	-	-	-
PRINT/PUBLISH/ALLIED	20	9 975	20	9 975	-	-	-	-	-
PRIMARY METAL	61	62 145	56	51 280	5	10 865	-	-	-
METAL FABRICATING	78	27 475	77	27 265	1	210	-	-	-
MACHINERY INDUSTRIES	36	21 745	34	19 315	2	2 430	-	-	-
TRANSPORTATION EQUIP.	88	111 794	86	110 294	2	1 500	-	-	-
ELECTRICAL PRODUCTS	63	45 600	63	45 600	-	-	-	-	-
NONMETAL MINERAL PROD	31	12 915	31	12 915	-	-	-	-	-
PETROLEUM & COAL PROD	8	2 580	8	2 580	-	-	-	-	-
CHEMICAL & CHEM. PROD	31	13 280	31	13 280	-	-	-	-	-
MISC. MANUFACTURING	17	6 565	17	6 565	-	-	-	-	-
TOTAL	848	587 064	814	557 054	31	29 350	3	660	-
									TOTAL

TABLE 54-TABLEAU 54

CARRY-OVER OF VACATION CREDITS REPORT DES CONGES ANNUELS									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		CARRY-OVER WITH LIMIT ACCUMULATION LIMITEE		CARRY-OVER WITHOUT LIMIT ACCUMULATION ILLIMITEE		CARRY-OVER SPECIFICALLY PROHIBITED ACCUMULATION INTERDITE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	75	37 867	9	10 315	-	-	14 635
TOBACCO PRODUCTS	9	5 085	9	5 085	-	-	-	-	-
RUBBER AND PLASTICS	26	13 300	17	8 355	-	-	-	-	-
LEATHER INDUSTRIES	15	5 560	13	5 055	-	-	-	-	4 945
TEXTILE INDUSTRIES	53	27 783	44	23 648	2	1 985	-	-	2 505
KNITTING MILLS	7	1 860	6	1 640	-	-	-	-	2 150
CLOTHING INDUSTRIES	26	36 565	25	36 215	-	-	-	-	1 220
WOOD INDUSTRIES	29	48 945	20	18 155	-	-	-	-	1 350
FURNITURE AND FIXTURE	13	3 950	11	3 480	-	-	-	-	30 790
PAPER AND ALLIED	123	67 125	54	32 505	14	6 915	-	-	2 470
PRINT/PUBLISH/ALLIED	20	9 975	8	4 645	5	2 830	1	1 020	54
PRIMARY METAL	61	62 145	45	52 930	4	3 365	1	230	6
METAL FABRICATING	78	27 475	46	16 240	1	450	1	530	11
MACHINERY INDUSTRIES	36	21 745	27	18 560	1	-	-	-	30
TRANSPORTATION EQUIP.	88	111 794	63	96 094	-	-	-	-	10 360
ELECTRICAL PRODUCTS	63	45 600	36	27 950	1	900	-	-	8
NONMETAL MINERAL PROD	31	12 915	23	10 175	-	-	-	-	24
PETROLEUM & COAL PROD	8	2 580	5	1 620	1	-	-	-	17 650
CHEMICAL & CHEM. PROD	31	13 280	22	10 365	7	2 430	1	-	2 740
MISC. MANUFACTURING	17	6 565	10	4 610	1	240	-	-	1 715
TOTAL	848	587 064	559	415 194	45	29 635	6	2 715	238
									139 520
									TOTAL

TABLE 55-TABLEAU 55

PRE-RETIREMENT VACATION CONGE DE PRE-RETRAITE											
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		VACATION IN LAST YEAR OF EMPLOY- MENT ONLY		DURATION OF VAC. GRADUATED ACCORDING TO AGE		ELIGIBLE ONLY AFTER MINIMUM YEARS OF SERVICE		
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
MANUFACTURING									GROUPE		
FOOD AND BEVERAGE	114	62 817	113	62 592	-	-	-	-	IND. MANUFACTURIERES		
TOBACCO PRODUCTS	9	5 085	9	5 085	-	-	-	-	ALIMENTS ET BOISSONS		
RUBBER AND PLASTICS	26	13 300	26	13 300	-	-	-	-	TABAC (PRODUITS)		
LEATHER INDUSTRIES	15	5 560	15	5 560	-	-	-	-	CAOUTCHOUC/PLASTIQUE		
TEXTILE INDUSTRIES	53	27 783	52	27 133	-	650	-	-	INDUSTRIES DU CUIR		
KNITTING MILLS	7	1 860	7	1 860	-	-	-	-	TEXTILE		
CLOTHING INDUSTRIES	26	36 565	26	36 565	-	-	-	-	BONNETERIE		
WOOD INDUSTRIES	29	48 945	27	48 385	-	-	1	-	IND. DU VETEMENT		
FURNITURE AND FIXTURE	13	3 950	13	3 950	-	-	-	-	INDUSTRIES DU BOIS		
PAPER AND ALLIED	123	67 125	54	24 340	15	13 660	4	-	MEUBLES		
PRINT/PUBLISH/ALLIED	20	9 975	20	9 975	-	-	-	-	PAPIER/IND. CONNEXES		
PRIMARY METAL	61	62 145	45	31 490	5	14 500	7	-	IMPRIM./EDIT./CONN.		
METAL FABRICATING	78	27 475	73	25 725	1	500	1	-	PREM. TRANSFORM. METAUX		
MACHINERY INDUSTRIES	36	21 745	34	20 035	-	-	-	-	FABRIC.-PROD. METAUX		
TRANSPORTATION EQUIP.	88	111 794	88	111 794	-	-	-	-	MACHINERIE		
ELECTRICAL PRODUCTS	63	45 600	61	45 030	1	370	-	-	FABRIC. D'EQUIP. TRANS.		
NONMETAL MINERAL PROD	31	12 915	31	12 915	-	-	-	-	PRODUITS ELECTRIQUES		
PETROLEUM & COAL PROD	8	2 580	8	2 580	-	-	-	-	PROD. MINIERES NON-MET.		
CHEMICAL & CHEM. PROD	31	13 280	30	13 030	-	-	-	-	CHARBON/PROD. PETROL.		
MISC. MANUFACTURING	17	6 565	17	6 565	-	-	-	-	INDUSTRIE CHIMIQUE		
TOTAL	848	587 064	749	507 909	23	29 680	13	10 545	1	225	TOTAL

TABLE 55 (CONT'D.) - TABLEAU 55 (SUITE)

PRE-RETIREMENT VACATION CONGE DE PRE-RETRAITE									
GROUPING	COMB: IN LAST YEAR ONLY AND GRADUATED TO AGE		COMB: GRAD TO AGE AND ONLY IF MIN. YRS. SERVICE		COMB: LAST YEAR AND MINIMUM YRS. SERVICE		OTHER		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	-	-	-	-	-	-	-	-	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	-	-	-	-	-	-	-	-	TABAC (PRODUITS)
RUBBER AND PLASTICS	-	-	-	-	-	-	-	-	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	-	-	-	-	-	-	-	-	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	-	-	-	-	-	-	-	-	TEXTILE
KNITTING MILLS	-	-	-	-	-	-	-	-	BONNETERIE
CLOTHING INDUSTRIES	-	-	-	-	-	-	-	-	IND. DU VETEMENT
WOOD INDUSTRIES	-	-	1	200	-	-	-	-	INDUSTRIES DU BOIS
FURNITURE AND FIXTURE	-	-	-	-	-	-	-	-	MEUBLES
PAPER AND ALLIED	-	-	50	26 975	-	-	-	-	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	-	-	-	-	-	-	-	-	IMPRIM./EDIT./CONN.
PRIMARY METAL	-	-	4	8 320	-	-	-	-	PREM. TRANSFORM. METAUX
METAL FABRICATING	-	-	3	1 050	-	-	-	-	FABRIC. - PROD. METAUX
MACHINERY INDUSTRIES	-	-	2	1 710	-	-	-	-	MACHINERIE
TRANSPORTATION EQUIP.	-	-	-	-	-	-	-	-	FABRIC. D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	-	-	1	200	-	-	-	-	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	-	-	-	-	-	-	-	-	PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	-	-	-	-	-	-	-	-	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	-	-	1	250	-	-	-	-	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	-	-	-	-	-	-	-	-	IND. MANUF. DIVERSES
TOTAL	-	-	62	38 705	-	-	-	-	TOTAL

TABLE 56-TABLEAU 56

SPECIAL PAYMENTS
BONIS SPÉCIAUX

GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		VACATION BONUS BONI DE VACANCES		YEAR END OR CHRISTMAS BONUS BONI DE FIN D'ANNEE OU DE NOEL		OTHER AUTRES DISPOSITIONS		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING											IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	92	51 272	16	7 505	3	1 310	3	2 730	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	9	5 085	8	4 630	-	-	-	-	1	455	TABAC (PRODUITS)
RUBBER AND PLASTICS	26	13 300	24	12 260	2	1 040	-	-	-	-	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	15	5 560	15	5 560	-	-	-	-	-	-	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	53	27 783	47	24 828	2	960	3	1 680	1	315	TEXTILE
KNITTING MILLS	7	1 860	5	1 285	2	575	-	-	-	-	BONNETERIE
CLOTHING INDUSTRIES	26	36 565	20	23 065	-	-	-	-	-	-	IND. DU VETEMENT
WOOD INDUSTRIES	29	48 945	29	48 945	-	-	4	5 000	2	8 500	INDUSTRIES DU BOIS
FURNITURE AND FIXTURE	13	3 950	11	3 300	2	650	-	-	-	-	MEUBLES
PAPER AND ALLIED	123	67 125	62	30 825	48	28 705	8	5 465	5	2 130	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	20	9 975	19	9 135	-	-	-	-	1	840	IMPRIM./EDIT./CONN.
PRIMARY METAL	61	62 145	28	18 450	31	43 190	1	230	1	275	PREM. TRANSFORM. METAUX
METAL FABRICATING	78	27 475	56	19 065	18	6 830	1	350	3	1 230	FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	36	21 745	25	10 810	9	9 225	1	1 500	1	210	MACHINERIE
TRANSPORTATION EQUIP.	88	111 794	71	88 769	14	21 070	3	1 955	-	-	FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	63	45 600	58	43 605	4	1 550	1	445	-	-	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	31	12 915	25	10 290	3	1 060	-	-	3	1 565	PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	8	2 580	8	2 580	-	-	-	-	-	-	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	31	13 280	30	12 900	1	380	-	-	-	-	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	17	6 565	14	5 615	1	200	2	750	-	-	IND. MANUF. DIVERSES
TOTAL	848	587 064	647	427 189	153	122 940	27	18 685	21	18 250	TOTAL

TABLE 57-TABLEAU 57

PAID LEAVE OF ABSENCE FOR DEATH IN IMMEDIATE FAMILY CONGE AUTORISE PAYE-DECES DANS LA FAMILLE IMMEDIATE											
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUTRES DISPOSITIONS		ONE DAY UN JOUR		2 DAYS 2 JOURS		3 DAYS 3 JOURS		
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING										IND. MANUFACTURIERES	
FOOD AND BEVERAGE	114	62 817	4	1 800	1	400	6	4 915	78	45 480	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	9	5 085	-	-	-	-	-	-	5	2 975	TABAC (PRODUITS)
RUBBER AND PLASTICS	26	13 300	-	-	-	-	-	-	25	13 100	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	15	5 560	-	-	-	-	-	-	14	4 965	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	53	27 783	3	2 115	-	-	-	-	38	17 433	TEXTILE
KNITTING MILLS	7	1 860	-	-	1	210	1	230	5	1 420	BONNETERIE
CLOTHING INDUSTRIES	26	36 565	1	210	1	400	3	2 100	17	32 090	IND. DU VETEMENT
WOOD INDUSTRIES	29	48 945	-	-	-	-	-	-	24	47 130	INDUSTRIES DU BOIS
FURNITURE AND FIXTURE	13	3 950	-	-	-	-	-	-	13	3 950	MEUBLES
PAPER AND ALLIED	123	67 125	-	-	-	-	-	-	65	31 205	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	20	9 975	-	-	-	-	-	-	10	4 950	IMPRIM./EDIT./CONN.
PRIMARY METAL	61	62 145	-	-	-	-	-	-	49	56 065	PREM. TRANSFORM. METAUX
METAL FABRICATING	78	27 475	-	-	-	-	-	500	67	24 045	FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	36	21 745	-	-	-	-	2	-	31	19 895	MACHINERIE
TRANSPORTATION EQUIP.	88	111 794	2	720	-	-	-	-	72	101 499	FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	63	45 600	1	220	-	-	-	-	58	40 570	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	31	12 915	-	-	-	-	-	-	28	12 135	PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	8	2 580	4	1 200	-	-	-	-	3	1 175	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	31	13 280	4	1 555	-	-	-	-	24	10 390	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	17	6 565	-	-	-	-	-	-	14	5 610	IND. MANUF. DIVERSES
TOTAL	848	587 064	19	7 820	3	1 010	12	7 745	640	476 082	TOTAL

TABLE 57 (CONT'D.)-TABLEAU 57 (SUITE)

PAID LEAVE OF ABSENCE FOR DEATH IN IMMEDIATE FAMILY CONGE AUTORISÉ PAYÉ-DÉCÈS DANS LA FAMILLE IMMÉDIATE									
GROUPING	4 DAYS 4 JOURS		5 DAYS 5 JOURS		MORE THAN 5 DAYS PLUS DE 5 JOURS		OTHER AUTRES DISPOSITIONS		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIÈRES
FOOD AND BEVERAGE	4	2 640	14	5 182	1	435	6	1 965	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	-	-	4	2 110	-	-	-	-	TABAC (PRODUITS)
RUBBER AND PLASTICS	1	200	-	-	-	-	-	-	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	1	595	-	-	-	-	-	-	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	-	-	12	8 235	-	-	-	-	TEXTILE
KNITTING MILLS	-	-	-	-	-	-	-	-	BONNETERIE
CLOTHING INDUSTRIES	-	-	3	1 405	-	-	1	360	IND. DU VÊTEMENT
WOOD INDUSTRIES	-	-	5	1 815	-	-	-	-	INDUSTRIES DU BOIS
FURNITURE AND FIXTURE	-	-	-	-	-	-	-	-	MEUBLES
PAPER AND ALLIED	2	895	56	35 025	-	-	-	-	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	-	-	10	5 025	-	-	-	-	IMPRIM./EDIT./CONN.
PRIMARY METAL	2	785	8	4 095	-	-	2	1 200	PREM. TRANSFORM. METAUX
METAL FABRICATING	7	2 275	2	655	-	-	-	-	FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	-	-	4	1 630	1	220	-	-	MACHINERIE
TRANSPORTATION EQUIP.	3	2 030	10	7 340	-	-	1	205	FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	1	260	3	4 550	-	-	-	-	PRODUITS ÉLECTRIQUES
NONMETAL MINERAL PROD	1	230	1	300	-	-	1	250	PROD. MIN. NON-MET.
PETROLEUM & COAL PROD	-	-	-	-	-	-	1	205	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	1	260	2	1 075	-	-	-	-	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	1	250	2	705	-	-	-	-	IND. MANUF. DIVERSES
TOTAL	24	10 420	136	79 147	2	655	12	4 185	TOTAL

TABLE 58-TABLEAU 58

PAID LEAVE OF ABSENCE FOR DEATH OF OTHER RELATIVES CONGE AUTORISE PAYE - DECES D'AUTRES PARENTS									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		ONE DAY UN JOUR		2 DAYS 2 JOURS		3 DAYS 3 JOURS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	55	32 660	45	21 740	8	5 717	5
TOBACCO PRODUCTS	9	5 085	-	-	8	4 545	-	-	2 470
RUBBER AND PLASTICS	26	13 300	17	10 320	7	2 170	1	200	1
LEATHER INDUSTRIES	15	5 560	5	1 885	10	3 675	-	-	540
TEXTILE INDUSTRIES	53	27 783	24	15 688	25	10 845	2	640	1
KNITTING MILLS	7	1 860	3	660	4	1 200	-	-	610
CLOTHING INDUSTRIES	26	36 565	14	8 360	11	27 845	1	-	-
WOOD INDUSTRIES	29	48 945	20	45 545	4	1 175	3	360	-
FURNITURE AND FIXTURE	13	3 950	5	1 675	7	1 950	1	1 475	2
PAPER AND ALLIED	123	67 125	82	49 125	20	8 830	3	325	-
PRINT/PUBLISH/ALLIED	20	9 975	9	4 205	10	5 525	-	700	18
PRIMARY METAL	61	62 145	34	45 060	22	14 390	-	-	1
METAL FABRICATING	78	27 475	36	12 840	39	13 605	3	1 030	5
MACHINERY INDUSTRIES	36	21 745	15	12 115	18	8 500	-	-	2 695
TRANSPORTATION EQUIP.	88	111 794	41	70 555	40	24 984	3	1 750	1 130
ELECTRICAL PRODUCTS	63	45 600	18	12 345	36	27 725	5	1 825	4
NONMETAL MINERAL PROD	31	12 915	11	4 115	14	6 165	4	2 125	3 705
PETROLEUM & COAL PROD	8	2 580	7	2 255	1	325	-	-	510
CHEMICAL & CHEM. PROD	31	13 280	14	6 935	15	5 335	1	480	-
MISC. MANUFACTURING	17	6 565	6	2 445	10	3 860	1	260	1
TOTAL	848	587 064	416	338 788	346	194 389	36	16 887	49
									36 770
									TOTAL

TABLE 58 (CONT'D.)-TABLEAU 58 (SUITE)

PAID LEAVE OF ABSENCE FOR DEATH OF OTHER RELATIVES CONGE AUTORISE PAYE - DECES D'AUTRES PARENTS									
GROUPING	4 DAYS 4 JOURS		5 DAYS 5 JOURS		MORE THAN 5 DAYS PLUS DE 5 JOURS		OTHER AUTRES DISPOSITIONS		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	-	-	-	-	-	-	1	230	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	-	-	-	-	-	-	-	-	TABAC (PRODUITS)
RUBBER AND PLASTICS	-	-	-	-	-	-	-	-	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	-	-	-	-	-	-	-	-	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	-	-	-	-	-	-	-	-	TEXTILE
KNITTING MILLS	-	-	-	-	-	-	-	-	BONNETERIE
CLOTHING INDUSTRIES	-	-	-	-	-	-	-	-	IND. DU VETEMENT
WOOD INDUSTRIES	-	-	-	-	-	-	-	-	INDUSTRIES DU BOIS
FURNITURE AND FIXTURE	-	-	-	-	-	-	-	-	MEUBLES
PAPER AND ALLIED	-	-	-	-	-	-	-	-	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	-	-	-	-	-	-	-	-	IMPRIM./EDIT./CONN.
PRIMARY METAL	-	-	-	-	-	-	-	-	PREM. TRANSFORM. METAUX
METAL FABRICATING	-	-	-	-	-	-	-	-	FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	-	-	-	-	-	-	-	-	MACHINERIE
TRANSPORTATION EQUIP.	-	-	-	-	-	-	-	-	FABRIC. D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	-	-	-	-	-	-	-	-	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	-	-	-	-	-	-	-	-	PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	-	-	-	-	-	-	-	-	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	-	-	-	-	-	-	-	-	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	-	-	-	-	-	-	-	-	IND. MANUF. DIVERSES
TOTAL	-	-	-	-	-	-	1	230	TOTAL

TABLE 59 - TABLEAU 59

PAID LEAVE OF ABSENCE - MARRIAGE CONGE AUTORISE PAYE - MARIAGE									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		ONE DAY UN JOUR		2 DAYS 2 JOURS		3 DAYS 3 JOURS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	110	61 397	2	785	1	285	1
TOBACCO PRODUCTS	9	5 085	9	5 085	-	-	-	-	-
RUBBER AND PLASTICS	26	13 300	25	12 890	-	-	-	-	-
LEATHER INDUSTRIES	15	5 560	14	4 965	-	-	-	-	-
TEXTILE INDUSTRIES	53	27 783	53	27 783	-	-	-	-	595
KNITTING MILLS	7	1 860	7	1 860	-	-	-	-	-
CLOTHING INDUSTRIES	26	36 565	23	15 565	-	-	-	-	-
WOOD INDUSTRIES	29	48 945	29	48 945	3	21 000	-	-	-
FURNITURE AND FIXTURE	13	3 950	12	3 740	-	-	1	210	-
PAPER AND ALLIED	123	67 125	123	67 125	-	-	-	-	-
PRINT/PUBLISH/ALLIED	20	9 975	18	9 475	-	-	-	-	-
PRIMARY METAL	61	62 145	57	55 930	1	200	-	-	-
METAL FABRICATING	78	27 475	78	27 475	1	1 200	-	-	380
MACHINERY INDUSTRIES	36	21 745	36	21 745	-	-	-	-	-
TRANSPORTATION EQUIP.	88	111 794	84	103 474	3	8 020	-	-	-
ELECTRICAL PRODUCTS	63	45 600	63	45 600	-	-	-	-	300
NONMETAL MINERAL PROD	31	12 915	30	12 415	-	-	-	-	-
PETROLEUM & COAL PROD	8	2 580	8	2 580	1	500	-	-	-
CHEMICAL & CHEM. PROD	31	13 280	29	12 495	-	-	1	525	-
MISC. MANUFACTURING	17	6 565	16	6 325	-	-	-	-	240
TOTAL	848	587 064	824	546 869	11	31 705	3	1 020	5
									1 865
									TOTAL

TABLE 59 (CONT'D.) - TABLEAU 59 (SUITE)

PAID LEAVE OF ABSENCE - MARIAGE CONGE AUTORISE PAYE - MARIAGE									
GROUPING	4 DAYS 4 JOURS		5 DAYS 5 JOURS		MORE THAN 5 DAYS PLUS DE 5 JOURS		OTHER AUTRES DISPOSITIONS		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	-	-	-	-	-	-	-	-	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	-	-	-	-	-	-	-	-	TABAC (PRODUITS)
RUBBER AND PLASTICS	-	-	1	-	-	-	-	-	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	-	-	-	410	-	-	-	-	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	-	-	-	-	-	-	-	-	TEXTILE
KNITTING MILLS	-	-	-	-	-	-	-	-	BONNETERIE
CLOTHING INDUSTRIES	-	-	-	-	-	-	-	-	IND. DU VETEMENT
WOOD INDUSTRIES	-	-	-	-	-	-	-	-	INDUSTRIES DU BOIS
FURNITURE AND FIXTURE	-	-	-	-	-	-	-	-	MEUBLES
PAPER AND ALLIED	-	-	-	-	-	-	-	-	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	-	-	-	-	-	-	-	-	IMPRIM./EDIT./CONN.
PRIMARY METAL	1	4 105	1	300	-	-	-	-	PREM. TRANSFORM. METAUX
METAL FABRICATING	-	-	1	530	-	-	-	-	FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	-	-	-	-	-	-	-	-	MACHINERIE
TRANSPORTATION EQUIP.	-	-	-	-	-	-	-	-	FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	-	-	-	-	-	-	-	-	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	-	-	-	-	-	-	-	-	PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	-	-	-	-	-	-	-	-	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	-	-	1	260	-	-	-	-	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	-	-	-	-	-	-	-	-	IND. MANUF. DIVERSES
TOTAL	1	4 105	4	1 500	-	-	-	-	TOTAL

TABLE 60-TABLEAU 60

PAID LEAVE OF ABSENCE - CHILDBIRTH CONGE AUTORISE PAYE - NAISSANCE									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		ONE DAY UN JOUR		2 DAYS 2 JOURS		3 DAYS 3 JOURS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	100	56 465	13	6 102	1	250	-
TOBACCO PRODUCTS	9	5 085	8	4 850	1	235	-	-	-
RUBBER AND PLASTICS	26	13 300	25	13 060	1	240	-	-	-
LEATHER INDUSTRIES	15	5 560	15	5 560	-	-	-	-	-
TEXTILE INDUSTRIES	53	27 783	53	27 783	-	-	-	-	-
KNITTING MILLS	7	1 860	7	1 860	-	-	-	-	-
CLOTHING INDUSTRIES	26	36 565	25	36 310	1	255	-	-	-
WOOD INDUSTRIES	29	48 945	29	48 945	-	-	-	-	-
FURNITURE AND FIXTURE	13	3 950	11	3 530	2	420	-	-	-
PAPER AND ALLIED	123	67 125	120	66 245	2	655	1	225	-
PRINT/PUBLISH/ALLIED	20	9 975	14	8 415	4	945	1	315	-
PRIMARY METAL	61	62 145	58	61 200	3	945	-	-	-
METAL FABRICATING	78	27 475	76	27 025	2	450	-	-	-
MACHINERY INDUSTRIES	36	21 745	35	21 245	1	500	-	-	-
TRANSPORTATION EQUIP.	88	111 794	80	105 319	7	5 825	1	650	-
ELECTRICAL PRODUCTS	63	45 600	61	44 560	2	1 040	-	-	-
NONMETAL MINERAL PROD	31	12 915	30	12 415	1	500	-	-	-
PETROLEUM & COAL PROD	8	2 580	8	2 580	-	-	-	-	-
CHEMICAL & CHEM. PROD	31	13 280	28	11 945	2	810	1	525	-
MISC. MANUFACTURING	17	6 565	14	5 620	3	945	-	-	-
TOTAL	848	587 064	797	564 932	45	19 867	5	1 965	-
									TOTAL

TABLE 60 (CONT'D.)-TABLEAU 60 (SUITE)

PAID LEAVE OF ABSENCE - CHILD BIRTH CONGE AUTORISE PAYE - NAISSANCE											
GROUPING	4 DAYS 4 JOURS		5 DAYS 5 JOURS		MORE THAN 5 DAYS PLUS DE 5 JOURS		OTHER AUTRES DISPOSITIONS		AGMTS CONV	WORKERS TRAV	GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
MANUFACTURING											IND. MANUFACTURIERES
FOOD AND BEVERAGE	-	-	-	-	-	-	-	-	-	-	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	-	-	-	-	-	-	-	-	-	-	TABAC (PRODUITS)
RUBBER AND PLASTICS	-	-	-	-	-	-	-	-	-	-	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	-	-	-	-	-	-	-	-	-	-	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	-	-	-	-	-	-	-	-	-	-	TEXTILE
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	BONNETERIE
CLOTHING INDUSTRIES	-	-	-	-	-	-	-	-	-	-	IND. DU VETEMENT
WOOD INDUSTRIES	-	-	-	-	-	-	-	-	-	-	INDUSTRIES DU BOIS
FURNITURE AND FIXTURE	-	-	-	-	-	-	-	-	-	-	MEUBLES
PAPER AND ALLIED	-	-	-	-	-	-	-	-	-	-	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	-	-	1	300	-	-	-	-	-	-	IMPRIM./EDIT./CONN.
PRIMARY METAL	-	-	-	-	-	-	-	-	-	-	PREM. TRANSFORM. METAUX
METAL FABRICATING	-	-	-	-	-	-	-	-	-	-	FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	-	-	-	-	-	-	-	-	-	-	MACHINERIE
TRANSPORTATION EQUIP.	-	-	-	-	-	-	-	-	-	-	FABRIC. D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	-	-	-	-	-	-	-	-	-	-	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	-	-	-	-	-	-	-	-	-	-	PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	-	-	-	-	-	-	-	-	-	-	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	-	-	-	-	-	-	-	-	-	-	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	-	-	-	-	-	-	-	-	-	-	IND. MANUF. DIVERSES
TOTAL	-	1	300	300	-	-	-	-	-	-	TOTAL

TABLE 61-TABLEAU 61

PAID LEAVE OF ABSENCE - ADOPTION CONGE AUTORISE PAYE - ADOPTION										
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		ONE DAY UN JOUR		2 DAYS 2 JOURS		3 DAYS 3 JOURS	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
MANUFACTURING										
FOOD AND BEVERAGE	114	62 817	113	62 317	1	500	-	-	-	-
TOBACCO PRODUCTS	9	5 085	9	5 085	-	-	-	-	-	-
RUBBER AND PLASTICS	26	13 300	26	13 300	-	-	-	-	-	-
LEATHER INDUSTRIES	15	5 560	15	5 560	-	-	-	-	-	-
TEXTILE INDUSTRIES	53	27 783	53	27 783	-	-	-	-	-	-
KNITTING MILLS	7	1 860	7	1 860	-	-	-	-	-	-
CLOTHING INDUSTRIES	26	36 565	25	36 310	1	255	-	-	-	-
WOOD INDUSTRIES	29	48 945	29	48 945	-	-	-	-	-	-
FURNITURE AND FIXTURE	13	3 950	13	3 950	-	-	-	-	-	-
PAPER AND ALLIED	123	67 125	122	66 800	1	325	-	-	-	-
PRINT/PUBLISH/ALLIED	20	9 975	17	9 300	3	675	-	-	-	-
PRIMARY METAL	61	62 145	58	59 775	3	2 370	-	-	-	-
METAL FABRICATING	78	27 475	77	27 270	1	205	-	-	-	-
MACHINERY INDUSTRIES	36	21 745	35	21 245	1	500	-	-	-	-
TRANSPORTATION EQUIP.	88	111 794	83	106 654	5	5 140	-	-	-	-
ELECTRICAL PRODUCTS	63	45 600	63	45 600	-	-	-	-	-	-
NONMETAL MINERAL PROD	31	12 915	30	12 415	1	500	-	-	-	-
PETROLEUM & COAL PROD	8	2 580	8	2 580	-	-	-	-	-	-
CHEMICAL & CHEM. PROD	31	13 280	31	13 280	-	-	-	-	-	-
MISC. MANUFACTURING	17	6 565	15	6 120	2	445	-	-	-	-
TOTAL	848	587 064	829	576 149	19	10 915	-	-	-	-
										TOTAL

TABLE 61 (CONT'D.)-TABLEAU 61 (SUITE)

PAID LEAVE OF ABSENCE - ADOPTION CONGE AUTORISE PAYE - ADOPTION									
GROUPING	4 DAYS 4 JOURS		5 DAYS 5 JOURS		MORE THAN 5 DAYS PLUS DE 5 JOURS		OTHER AUTRES DISPOSITIONS		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	-	-	-	-	-	-	-	-	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	-	-	-	-	-	-	-	-	TABAC (PRODUITS)
RUBBER AND PLASTICS	-	-	-	-	-	-	-	-	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	-	-	-	-	-	-	-	-	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	-	-	-	-	-	-	-	-	TEXTILE
KNITTING MILLS	-	-	-	-	-	-	-	-	BONNETERIE
CLOTHING INDUSTRIES	-	-	-	-	-	-	-	-	IND. DU VETEMENT
WOOD INDUSTRIES	-	-	-	-	-	-	-	-	INDUSTRIES DU BOIS
FURNITURE AND FIXTURE	-	-	-	-	-	-	-	-	MEUBLES
PAPER AND ALLIED	-	-	-	-	-	-	-	-	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	-	-	-	-	-	-	-	-	IMPRIM./EDIT./CONN.
PRIMARY METAL	-	-	-	-	-	-	-	-	PREM. TRANSFORM. METAUX
METAL FABRICATING	-	-	-	-	-	-	-	-	FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	-	-	-	-	-	-	-	-	MACHINERIE
TRANSPORTATION EQUIP.	-	-	-	-	-	-	-	-	FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	-	-	-	-	-	-	-	-	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	-	-	-	-	-	-	-	-	PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	-	-	-	-	-	-	-	-	CHARBON/PROD. PETROL.
CHEMICAL & CHEM.PROD	-	-	-	-	-	-	-	-	INDUSTRIE CHIMIQUE
MISC.MANUFACTURING	-	-	-	-	-	-	-	-	IND.MANUF.DIVERSES
TOTAL	-	-	-	-	-	-	-	-	TOTAL

TABLE 62-TABEAU 62

PAID LEAVE OF ABSENCE FOR JURY DUTY AND/OR COURT APPEARANCE CONGE AUTORISE PAYE-FONCTIONS JUDICIAIRES: JURE ET/OU TEMOIN									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		EMPLOYEE RECEIVES REGULAR PAY EMPLOYE RECOIT SON SALAIRE NORMAL		EMPLOYEE RECEIVES LESS JURY FEES SALAIRE NORMAL MOINS INDEMNITE DE JURE		PROVISION EXISTS BUT AMOUNT NOT SPECIFIED DISP EXISTE MAIS MONTANT NON SPECIFIE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	25	14 900	5	5 270	83	42 417	1
TOBACCO PRODUCTS	9	5 085	2	1 425	2	705	5	2 955	-
RUBBER AND PLASTICS	26	13 300	3	780	-	-	23	12 520	-
LEATHER INDUSTRIES	15	5 560	6	2 255	-	-	9	3 305	-
TEXTILE INDUSTRIES	53	27 783	18	8 155	1	650	34	18 978	-
KNITTING MILLS	7	1 860	3	790	-	-	4	1 070	-
CLOTHING INDUSTRIES	26	36 565	23	35 375	-	-	3	1 190	-
WOOD INDUSTRIES	29	48 945	7	2 280	-	-	21	45 930	-
FURNITURE AND FIXTURE	13	3 950	5	1 395	1	630	7	1 925	-
PAPER AND ALLIED	123	67 125	1	245	5	3 120	116	63 560	1
PRINT/PUBLISH/ALLIED	20	9 975	2	910	4	1 515	14	7 550	-
PRIMARY METAL	61	62 145	8	7 895	4	2 100	49	52 150	-
METAL FABRICATING	78	27 475	2	400	9	5 250	66	21 375	-
MACHINERY INDUSTRIES	36	21 745	5	2 255	3	1 075	28	18 415	-
TRANSPORTATION EQUIP.	88	111 794	3	1 270	5	6 645	80	103 879	-
ELECTRICAL PRODUCTS	63	45 600	4	1 385	10	12 925	49	31 290	-
NONMETAL MINERAL PROD	31	12 915	1	500	-	-	30	12 415	-
PETROLEUM & COAL PROD	8	2 580	4	1 095	3	1 280	1	205	-
CHEMICAL & CHEM. PROD	31	13 280	6	2 445	4	2 990	21	7 845	-
MISC. MANUFACTURING	17	6 565	2	405	1	1 275	14	4 885	-
TOTAL	848	587 064	130	86 160	57	45 430	657	453 859	3
									880

TABLE 62 (CONT'D.)-TABLEAU 62 (SUITE)

PAID LEAVE OF ABSENCE FOR JURY DUTY AND/OR COURT APPEARANCE CONGE AUTORISE PAYE-FONCTIONS JUDICIAIRES: JURE ET/OU TEMOIN									
GROUPING	FLAT AMOUNT AND/ OR PORTION OF DAY'S PAY		OTHER AUTRES DISPOSITIONS		AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV					
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	-	-	-	-	-	-	-	-	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	-	-	-	-	-	-	-	-	TABAC (PRODUITS)
RUBBER AND PLASTICS	-	-	-	-	-	-	-	-	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	-	-	-	-	-	-	-	-	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	-	-	-	-	-	-	-	-	TEXTILE
KNITTING MILLS	-	-	-	-	-	-	-	-	BONNETERIE
CLOTHING INDUSTRIES	-	-	-	-	-	-	-	-	IND. DU VETEMENT
WOOD INDUSTRIES	1	735	-	-	-	-	-	-	INDUSTRIES DU BOIS
FURNITURE AND FIXTURE	-	-	-	-	-	-	-	-	MEUBLES
PAPER AND ALLIED	-	-	-	-	-	-	-	-	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	-	-	-	-	-	-	-	-	IMPRIM./EDIT./CONN.
PRIMARY METAL	-	-	-	-	-	-	-	-	PREM. TRANSFORM. METAUX
METAL FABRICATING	-	-	-	-	-	-	-	-	FABRIC. -PROD. METAUX
MACHINERY INDUSTRIES	-	-	-	-	-	-	-	-	MACHINERIE
TRANSPORTATION EQUIP.	-	-	-	-	-	-	-	-	FABRIC. D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	-	-	-	-	-	-	-	-	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	-	-	-	-	-	-	-	-	PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	-	-	-	-	-	-	-	-	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	-	-	-	-	-	-	-	-	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	-	-	-	-	-	-	-	-	IND. MANUF. DIVERSES
TOTAL	1	735	-	-	-	-	-	-	TOTAL

TABLE 63-TABLEAU 63

LEAVE OF ABSENCE - EDUCATION CONGE AUTORISE - ETUDES									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		EMPLOYEE RECEIVES REGULAR PAY L'EMPLOYEE RECOIT SON SALAIRE NORMAL		EMPLOYEE RECEIV- ES A PERCENTAGE OF REGULAR PAY L'EMPLOYEE RECOIT -POURCENTAGE DE SON SAL. NORMAL		PROVISION EXISTS NOT STATED IF PAID OR UNPAID DISP. EXISTE MAIS AUCUNE MENTION SI PAYE OU NON
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	104	58 857	1	505	-	-	550
TOBACCO PRODUCTS	9	5 085	9	5 085	-	-	-	-	-
RUBBER AND PLASTICS	26	13 300	26	13 300	-	-	-	-	-
LEATHER INDUSTRIES	15	5 560	15	5 560	-	-	-	-	-
TEXTILE INDUSTRIES	53	27 783	49	23 723	2	1 510	-	-	1 800
KNITTING MILLS	7	1 860	7	1 860	-	-	-	-	-
CLOTHING INDUSTRIES	26	36 565	26	36 565	-	-	-	-	-
WOOD INDUSTRIES	29	48 945	20	41 175	-	-	-	-	-
FURNITURE AND FIXTURE	13	3 950	12	3 750	-	-	-	-	-
PAPER AND ALLIED	123	67 125	95	51 640	21	13 205	-	-	615
PRINT/PUBLISH/ALLIED	20	9 975	17	8 900	1	200	-	-	-
PRIMARY METAL	61	62 145	56	60 565	1	240	-	-	-
METAL FABRICATING	78	27 475	68	23 645	3	600	-	-	-
MACHINERY INDUSTRIES	36	21 745	34	20 945	-	-	1	375	-
TRANSPORTATION EQUIP.	88	111 794	68	68 979	8	19 405	-	-	18 040
ELECTRICAL PRODUCTS	63	45 600	55	38 930	4	1 815	1	775	-
NONMETAL MINERAL PROD	31	12 915	28	11 220	1	345	1	550	800
PETROLEUM & COAL PROD	8	2 580	6	1 825	1	550	-	-	205
CHEMICAL & CHEM. PROD	31	13 280	28	11 785	-	-	-	-	-
MISC. MANUFACTURING	17	6 565	17	6 565	-	-	-	-	-
TOTAL	848	587 064	740	494 874	43	38 375	3	1 700	22 010
									TOTAL

TABLE 63 (CONT'D.) - TABLEAU 63 (SUITE)

LEAVE OF ABSENCE - EDUCATION CONGE AUTORISE ET ETUDES									
GROUPING	UNPAID LEAVE OF ABSENCE		OTHER AUTRES DISPOSITIONS						
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV					
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	6	2 685	1	220					ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	-	-	-	-					TABAC (PRODUITS)
RUBBER AND PLASTICS	-	-	-	-					CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	-	-	-	-					INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	-	-	1	750					TEXTILE
KNITTING MILLS	-	-	-	-					BONNETERIE
CLOTHING INDUSTRIES	-	-	-	-					IND. DU VETEMENT
WOOD INDUSTRIES	9	7 770	-	-					INDUSTRIES DU BOIS
FURNITURE AND FIXTURE	1	200	-	-					MEUBLES
PAPER AND ALLIED	2	530	3	1 135					PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	1	245	1	630					IMPRIM./EDIT./CONN.
PRIMARY METAL	4	1 340	-	-					PREM. TRANSFORM. METAUX
METAL FABRICATING	6	2 680	1	550					FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	1	425	-	-					MACHINERIE
TRANSPORTATION EQUIP.	4	4 170	2	1 200					FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	-	-	3	4 080					PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	-	-	-	-					PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	-	-	-	-					CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	2	970	1	525					INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	-	-	-	-					IND. MANUF. DIVERSES
TOTAL	36	21 015	13	9 090					TOTAL

TABLE 64-TABLEAU 64

LEAVE OF ABSENCE FOR UNION BUSINESS CONGE AUTORISE-AFFAIRES SYNDICALES									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		UNPAID LEAVE OF ABSENCE CONGE AUTORISE SANS SOLDE		PAID LEAVE OF ABSENCE (WHOLE OR IN PART)		PROVISION EXISTS -NO MENTION IF PAID OR UNPAID
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	14	6 390	82	48 250	4	1 975	4 120
TOBACCO PRODUCTS	9	5 085	5	2 770	3	2 080	-	-	235
RUBBER AND PLASTICS	26	13 300	1	285	14	8 260	4	2 515	1 870
LEATHER INDUSTRIES	15	5 560	2	1 435	11	2 725	-	-	950
TEXTILE INDUSTRIES	53	27 783	14	8 610	28	12 755	2	570	3 338
KNITTING MILLS	7	1 860	1	210	3	840	-	-	6
CLOTHING INDUSTRIES	26	36 565	12	18 450	8	15 930	-	-	3 810
WOOD INDUSTRIES	29	48 945	6	1 525	18	15 065	-	-	1 785
FURNITURE AND FIXTURE	13	3 950	1	210	10	3 115	-	-	32 355
PAPER AND ALLIED	123	67 125	34	16 930	55	34 440	2	520	625
PRINT/PUBLISH/ALLIED	20	9 975	7	2 320	9	5 140	1	700	7 325
PRIMARY METAL	61	62 145	1	200	55	60 050	-	-	1 585
METAL FABRICATING	78	27 475	11	3 490	57	20 145	2	405	1 695
MACHINERY INDUSTRIES	36	21 745	3	1 650	29	18 490	1	220	2 680
TRANSPORTATION EQUIP.	88	111 794	8	4 635	63	62 749	2	8 910	35 500
ELECTRICAL PRODUCTS	63	45 600	7	5 850	52	37 550	-	-	1 700
NONMETAL MINERAL PROD	31	12 915	1	250	28	11 775	1	550	340
PETROLEUM & COAL PROD	8	2 580	2	515	6	2 065	-	-	-
CHEMICAL & CHEM. PROD	31	13 280	3	1 200	25	10 785	-	-	915
MISC. MANUFACTURING	17	6 565	3	660	13	5 605	-	-	300
TOTAL	848	587 064	136	77 585	569	377 814	19	16 365	98 128
									TOTAL

TABLE 64 (CONT'D.) - TABLEAU 64 (SUITE)

LEAVE OF ABSENCE FOR UNION BUSINESS CONGE AUTORISE-AFFAIRES SYNDICALES									
GROUPING	UNION REIMBURSES EMPLOYER FOR WAGES PAID		BOTH PAID AND UNPAID SPECIFIED		OTHER AUTRES DISPOSITIONS				GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	MENTION DE CONGES PAYES ET NON PAYES	AGMTS CONV	WORKERS TRAV			
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	3	1 460	2	622	-	-			ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	-	-	-	-	-	-			TABAC (PRODUITS)
RUBBER AND PLASTICS	1	370	-	-	-	-			CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	1	450	-	-	-	-			INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	3	2 510	-	-	-	-			TEXTILE
KNITTING MILLS	-	-	-	-	-	-			BONNETERIE
CLOTHING INDUSTRIES	1	400	-	-	-	-			IND. DU VETEMENT
WOOD INDUSTRIES	-	-	-	-	-	-			INDUSTRIES DU BOIS
FURNITURE AND FIXTURE	-	-	-	-	-	-			MEUBLES
PAPER AND ALLIED	15	7 910	-	-	-	-			PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	1	230	-	-	-	-			IMPRIM./EDIT./CONN.
PRIMARY METAL	1	200	-	-	-	-			PREM. TRANSFORM. METAUX
METAL FABRICATING	-	-	2	755	-	-			FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	1	500	2	885	-	-			MACHINERIE
TRANSPORTATION EQUIP.	-	-	-	-	-	-			FABRIC. D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	-	-	1	500	-	-			PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	-	-	-	-	-	-			PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	-	-	-	-	-	-			CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	-	-	1	380	-	-			INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	-	-	-	-	-	-			IND. MANUF. DIVERSES
TOTAL	27	14 030	8	3 142	-	-			TOTAL

TABLE 65-TABLEAU 65

PAID WASH-UP TIME TEMPS DE TOILETTE REMUNERE											
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		5 MINUTES BEFORE MEAL 5 MINUTES AVANT LE REPAS		5 MINUTES BEFORE END OF SHIFT 5 MINUTES AVANT LA FIN DU QUART		10 MINUTES BEFORE MEAL 10 MINUTES AVANT LE REPAS		
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING										IND. MANUFACTURIERES	
FOOD AND BEVERAGE	114	62 817	85	47 612	4	1 055	13	10 180	-	-	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	9	5 085	8	4 545	-	-	-	-	-	-	TABAC (PRODUITS)
RUBBER AND PLASTICS	26	13 300	18	10 060	2	1 410	3	980	1	275	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	15	5 560	9	4 085	-	-	4	970	-	-	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	53	27 783	42	21 358	-	-	3	1 990	-	-	TEXTILE
KNITTING MILLS	7	1 860	6	1 510	-	-	-	-	-	-	BONNETERIE
CLOTHING INDUSTRIES	26	36 565	25	36 310	-	-	1	255	-	-	IND. DU VETEMENT
WOOD INDUSTRIES	29	48 945	27	48 245	-	-	1	200	-	-	INDUSTRIES DU BOIS
FURNITURE AND FIXTURE	13	3 950	3	935	-	-	5	1 380	-	-	MEUBLES
PAPER AND ALLIED	123	67 125	105	57 930	3	2 665	9	2 790	-	-	PAPIER/IND.CONNEXES
PRINT/PUBLISH/ALLIED	20	9 975	20	9 975	-	-	-	-	-	-	IMPRIM./EDIT./CONN.
PRIMARY METAL	61	62 145	40	52 235	2	435	7	3 755	-	-	PREM. TRANSFORM. METAUX
METAL FABRICATING	78	27 475	34	12 510	2	705	17	5 670	1	425	FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	36	21 745	15	5 435	2	2 415	7	4 620	-	-	MACHINERIE
TRANSPORTATION EQUIP.	88	111 794	32	40 569	4	5 840	25	41 770	-	-	FABRIC.D'EQUIP.TRANS.
ELECTRICAL PRODUCTS	63	45 600	35	32 490	5	2 225	13	6 845	-	-	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	31	12 915	18	7 650	4	2 245	2	445	-	-	PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	8	2 580	8	2 580	-	-	-	-	-	-	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	31	13 280	17	7 610	-	-	2	700	-	-	INDUSTRIE CHIMIQUE
MISC.MANUFACTURING	17	6 565	8	3 810	-	-	3	1 190	-	-	IND. MANUF. DIVERSES
TOTAL	848	587 064	555	407 454	28	18 995	115	83 740	2	700	TOTAL

TABLE 65 (CONT'D.)-TABLEAU 65 (SUITE)

PAID WASH-UP TIME TEMPS DE TOILETTE REMUNERE									
GROUPING	10 MIN. BEFORE END OF SHIFT		5 MINUTES BEFORE MEAL AND END OF SHIFT		10 MINUTES BEFORE MEAL AND END OF SHIFT		OTHER AUTRES DISPOSITIONS		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	2	535	7	2 060	-	-	3	1 375	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	-	-	1	540	-	-	-	-	TABAC (PRODUITS)
RUBBER AND PLASTICS	1	290	1	285	-	-	-	-	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	-	-	1	205	-	-	1	300	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	1	345	5	3 000	-	650	1	440	TEXTILE
KNITTING MILLS	-	-	-	-	-	-	1	350	BONNETERIE
CLOTHING INDUSTRIES	-	-	-	-	-	-	-	-	IND. DU VETEMENT
WOOD INDUSTRIES	1	500	1	270	-	-	4	1 365	INDUSTRIES DU BOIS
FURNITURE AND FIXTURE	-	-	2	770	-	465	2	2 505	MEUBLES
PAPER AND ALLIED	-	-	-	-	-	-	-	-	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	3	945	6	3 620	-	-	3	1 155	IMPRIM./EDIT./CONN.
PRIMARY METAL	4	1 330	14	5 165	-	200	5	1 470	PREM. TRANSFORM. METAUX
METAL FABRICATING	1	395	6	6 805	2	1 190	3	885	FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	4	4 130	15	13 490	1	2 800	7	3 195	MACHINERIE
TRANSPORTATION EQUIP.	1	275	7	2 990	-	-	2	775	FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	2	850	2	800	-	-	3	925	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	-	-	-	-	-	-	-	-	PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	-	-	6	2 860	2	490	4	1 620	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	-	-	6	1 565	-	-	-	-	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	-	-	-	-	-	-	-	-	IND. MANUF. DIVERSES
TOTAL	20	9 595	80	44 425	9	5 795	39	16 360	TOTAL

TABLE 66-TABLEAU 66

REST PERIODS PAUSES									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		ONCE A DAY, 10 MINUTES UNE PAUSE DE 10 MINUTES PAR JOUR		ONCE A DAY, 15 MINUTES UNE PAUSE DE 15 MINUTES PAR JOUR		ONCE A DAY, MORE THAN 15 MINUTES UNE PAUSE DE PLUS DE 15 MINUTES PAR JOUR
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	12	4 305	1	600	-	-	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	9	5 085	-	-	-	-	-	-	TABAC (PRODUITS)
RUBBER AND PLASTICS	26	13 300	4	3 400	2	615	-	-	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	15	5 560	1	300	2	1 250	-	-	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	53	27 783	24	12 698	1	280	-	-	TEXTILE
KNITTING MILLS	7	1 860	1	220	1	365	-	-	BONNETERIE
CLOTHING INDUSTRIES	26	36 565	4	2 450	3	2 140	-	-	IND. DU VETEMENT
WOOD INDUSTRIES	29	48 945	3	1 410	-	-	3	13 255	INDUSTRIES DU BOIS
FURNITURE AND FIXTURE	13	3 950	-	-	-	-	-	-	MEUBLES
PAPER AND ALLIED	123	67 125	85	51 195	3	1 300	-	-	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	20	9 975	18	8 310	-	-	-	-	IMPRIM./EDIT./CONN.
PRIMARY METAL	61	62 145	37	51 485	2	600	-	-	PREM. TRANSFORM. METAUX
METAL FABRICATING	78	27 475	18	7 120	9	2 335	2	740	FABRIC. - PROD. METAUX
MACHINERY INDUSTRIES	36	21 745	16	6 630	4	1 405	-	-	MACHINERIE
TRANSPORTATION EQUIP.	88	111 794	20	27 390	8	9 960	-	-	FABRIC. D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	63	45 600	24	24 215	2	1 200	-	-	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	31	12 915	10	3 590	-	-	-	-	PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	8	2 580	7	2 375	-	-	-	-	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	31	13 280	11	6 015	1	290	-	-	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	17	6 565	4	2 425	-	-	1	200	IND. MANUF. DIVERSES
TOTAL	848	587 064	299	215 533	39	22 340	6	14 195	TOTAL
							4	3 240	

TABLE 66 (CONT'D.)-TABLEAU 66 (SUITE)

REST PERIODS PAUSES									
GROUPING	TWICE A DAY, TWENTY MINUTES TOTAL		TWICE A DAY, THIRTY MINUTES TOTAL		TWICE A DAY, OVER THIRTY MINUTES IN TOTAL		TIME NOT STATED		OTHER AUTRES DISPOSITIONS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	36	26 290	57	27 642	-	-	-	7	3 430
TOBACCO PRODUCTS	5	2 430	-	-	-	-	4	-	-
RUBBER AND PLASTICS	15	6 875	1	370	-	-	-	3	1 240
LEATHER INDUSTRIES	6	2 165	4	1 335	-	-	1	1	210
TEXTILE INDUSTRIES	19	9 375	6	3 070	-	-	-	2	860
KNITTING MILLS	5	1 275	-	-	-	-	-	-	-
CLOTHING INDUSTRIES	11	15 530	3	2 315	-	-	-	2	875
WOOD INDUSTRIES	21	45 990	5	1 545	-	-	-	-	-
FURNITURE AND FIXTURE	8	2 785	2	545	-	-	-	3	620
PAPER AND ALLIED	23	9 840	8	2 815	-	-	1	3	1 475
PRINT/PUBLISH/ALLIED	1	315	-	-	-	-	-	1	1 350
PRIMARY METAL	19	8 590	1	570	-	-	-	2	900
METAL FABRICATING	39	11 385	7	4 805	1	500	-	1	200
MACHINERY INDUSTRIES	15	13 470	1	240	-	-	-	-	-
TRANSPORTATION EQUIP.	46	57 199	7	5 450	-	-	4	3	6 400
ELECTRICAL PRODUCTS	29	14 920	4	1 570	-	-	-	4	3 695
NONMETAL MINERAL PROD	16	7 135	4	1 630	-	-	-	1	560
PETROLEUM & COAL PROD	1	205	-	-	-	-	-	-	-
CHEMICAL & CHEM. PROD	14	4 970	4	1 155	-	-	1	-	-
MISC. MANUFACTURING	11	3 140	1	800	-	-	-	-	-
TOTAL	340	243 884	115	55 857	1	500	11	33	21 815
									TOTAL

TABLE 67-TABLEAU 67

MOVING EXPENSES (NOT RELATED TO TECHNOLOGICAL CHANGE) FRAIS DE DEMENAGEMENT (NON LIES A DES CHANGEMENTS TECHNOLOGIQUES)										
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		EMPLOYER PAYS ALL COST L'EMPLOYEUR PAIE TOUS LES FRAIS		EMPLOYER PAYS A PERCENTAGE OF COST L'EMPLOYEUR PAIE UN POURCENTAGE DES FRAIS		EMPLOYER PAYS PERCENT OF COST- MAXIMUM STATED EMPLOYEUR PAIE POURCENTAGE AVEC MAXIMUM SPECIFIE	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
MANUFACTURING										IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	114	62 817	-	-	-	-	-	-
TOBACCO PRODUCTS	9	5 085	9	5 085	-	-	-	-	-	-
RUBBER AND PLASTICS	26	13 300	26	13 300	-	-	-	-	-	-
LEATHER INDUSTRIES	15	5 560	15	5 560	-	-	-	-	-	-
TEXTILE INDUSTRIES	53	27 783	53	27 783	-	-	-	-	-	-
KNITTING MILLS	7	1 860	7	1 860	-	-	-	-	-	-
CLOTHING INDUSTRIES	26	36 565	26	36 565	-	-	-	-	-	-
WOOD INDUSTRIES	29	48 945	29	48 945	-	-	-	-	-	-
FURNITURE AND FIXTURE	13	3 950	13	3 950	-	-	-	-	-	-
PAPER AND ALLIED	123	67 125	123	67 125	-	-	-	-	-	-
PRINT/PUBLISH/ALLIED	20	9 975	16	7 310	4	2 665	-	-	-	-
PRIMARY METAL	61	62 145	59	61 375	-	-	-	-	-	-
METAL FABRICATING	78	27 475	73	23 475	1	1 400	-	-	-	-
MACHINERY INDUSTRIES	36	21 745	34	16 235	1	5 300	-	-	-	-
TRANSPORTATION EQUIP.	88	111 794	67	46 149	1	3 300	-	-	-	-
ELECTRICAL PRODUCTS	63	45 600	57	38 210	4	5 070	-	-	1	12 410
NONMETAL MINERAL PROD	31	12 915	30	12 115	-	-	-	-	-	-
PETROLEUM & COAL PROD	8	2 580	8	2 580	-	-	-	-	-	-
CHEMICAL & CHEM. PROD	31	13 280	30	12 860	1	420	-	-	-	-
MISC. MANUFACTURING	17	6 565	17	6 565	-	-	-	-	-	-
TOTAL	848	587 064	806	499 864	12	18 155	-	-	1	12 410
										TOTAL
										IND. MANUFACTURIERES
										ALIMENTS ET BOISSONS
										TABAC (PRODUITS)
										CAOUTCHOUC/PLASTIQUE
										INDUSTRIES DU CUIR
										TEXTILE
										BONNETERIE
										IND. DU VETEMENT
										INDUSTRIES DU BOIS
										MEUBLES
										PAPIER/IND. CONNEXES
										IMPRIM./EDIT./CONN.
										PREM. TRANSFORM. METAUX
										FABRIC.-PROD. METAUX
										MACHINERIE
										FABRIC. D'EQUIP. TRANS.
										PRODUITS ELECTRIQUES
										PROD. MINIERS NON-MET.
										CHARBON/PROD. PETROL.
										INDUSTRIE CHIMIQUE
										IND. MANUF. DIVERSES

TABLE 67 (CONT'D.)-TABLEAU 67 (SUITE)

MOVING EXPENSES (NOT RELATED TO TECHNOLOGICAL CHANGE) FRAIS DE DEMENAGEMENT (NON LIES A DES CHANGEMENTS TECHNOLOGIQUES)						
GROUPING	FLAT AMOUNT MONTANT FIXE		OTHER AUTRES DISPOSITIONS			
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV		
MANUFACTURING						IND. MANUFACTURIERES
FOOD AND BEVERAGE	-	-	-	-		ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	-	-	-	-		TABAC (PRODUITS)
RUBBER AND PLASTICS	-	-	-	-		CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	-	-	-	-		INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	-	-	-	-		TEXTILE
KNITTING MILLS	-	-	-	-		BONNETERIE
CLOTHING INDUSTRIES	-	-	-	-		IND. DU VETEMENT
WOOD INDUSTRIES	-	-	-	-		INDUSTRIES DU BOIS
FURNITURE AND FIXTURE	-	-	-	-		MEUBLES
PAPER AND ALLIED	-	-	-	-		PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	-	-	-	-		IMPRIM./EDIT./CONN.
PRIMARY METAL	1	240	1	530		PREM. TRANSFORM. METAUX
METAL FABRICATING	3	750	1	1 850		FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	1	210	-	-		MACHINERIE
TRANSPORTATION EQUIP.	19	49 935	-	-		FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	2	2 320	-	-		PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	1	800	-	-		PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	-	-	-	-		CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	-	-	-	-		INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	-	-	-	-		IND. MANUF. DIVERSES
TOTAL	27	54 255	2	2 380		TOTAL

TABLE 68-TABLEAU 68

CLOTHING AND/OR UNIFORMS VETEMENT ET(OU) UNIFORMES											
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		PROVIDED AT NO COST TO EMPLOYEE FOURNIS GRATUITEMENT		PROVIDED AT SOME COST TO EMPLOYEE FOURNIS MOYENNANT CERTAINS FRAIS		CASH ALLOWANCE ALLOCATION EN ESPECES		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING											IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	18	5 955	78	51 002	13	4 650	5	1 200	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	9	5 085	9	5 085	-	-	-	-	-	-	TABAC (PRODUITS)
RUBBER AND PLASTICS	26	13 300	18	10 410	7	2 605	-	-	1	285	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	15	5 560	14	5 260	-	-	-	-	1	300	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	53	27 783	52	27 573	1	210	-	-	-	-	TEXTILE
KNITTING MILLS	7	1 860	7	1 860	-	-	-	-	-	-	BONNETERIE
CLOTHING INDUSTRIES	26	36 565	25	36 310	1	255	-	-	-	-	IND. DU VETEMENT
WOOD INDUSTRIES	29	48 945	11	9 730	17	11 215	1	28 000	-	-	INDUSTRIES DU BOIS
FURNITURE AND FIXTURE	13	3 950	9	2 960	2	560	1	220	1	210	MEUBLES
PAPER AND ALLIED	123	67 125	105	58 915	17	7 850	1	360	-	-	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	20	9 975	15	7 060	4	1 565	1	350	-	-	IMPRIM./EDIT./CONN.
PRIMARY METAL	61	62 145	52	53 305	8	8 455	1	385	-	-	PREM. TRANSFORM. METAUX
METAL FABRICATING	78	27 475	56	20 755	21	6 390	1	330	-	-	FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	36	21 745	25	10 120	9	9 110	-	-	2	2 515	MACHINERIE
TRANSPORTATION EQUIP.	88	111 794	70	88 464	16	21 965	-	-	2	1 365	FABRIC. D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	63	45 600	54	40 255	7	4 695	2	650	-	-	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	31	12 915	19	6 690	10	5 760	2	465	-	-	PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	8	2 580	4	1 190	3	1 065	-	-	1	325	CHARBON/PROD. PETROL.
CHEMICAL & CHEM.PROD	31	13 280	22	8 205	8	4 785	1	290	-	-	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	17	6 565	16	6 360	1	205	-	-	-	-	IND. MANUF. DIVERSES
TOTAL	848	587 064	601	406 472	210	137 692	24	36 700	13	6 200	TOTAL

TABLE 69-TABEAU 69

SUPPLY OF TOOLS
FOURNITURE D'OUTILS

GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		PROVIDED AT NO COST TO EMPLOYEE FOURNIS GRATUITEMENT		PROVIDED AT SOME COST TO EMPLOYEE FOURNIS MOYENNANT CERTAINS FRAIS		PROVIDED BY EMPLOYEE FOURNIS PAR L'EMPLOYE		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING											IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	46	21 170	13	8 407	4	7 380	1	390	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	9	5 085	9	5 085	-	-	-	-	-	-	TABAC (PRODUITS)
RUBBER AND PLASTICS	26	13 300	24	12 815	-	-	-	-	-	-	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	15	5 560	12	4 730	1	230	-	-	-	-	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	53	27 783	45	22 868	1	650	-	-	-	-	TEXTILE
KNITTING MILLS	7	1 860	7	1 860	-	-	-	-	-	-	BONNETERIE
CLOTHING INDUSTRIES	26	36 565	24	34 500	1	800	1	1 265	-	-	IND. DU VETEMENT
WOOD INDUSTRIES	29	48 945	11	3 795	2	3 850	1	7 000	1	260	INDUSTRIES DU BOIS
FURNITURE AND FIXTURE	13	3 950	8	2 200	2	955	1	200	-	-	MEUBLES
PAPER AND ALLIED	123	67 125	87	47 055	3	825	5	7 415	-	-	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	20	9 975	18	7 785	1	840	-	-	-	-	IMPRIM./EDIT./CONN.
PRIMARY METAL	61	62 145	40	36 585	1	230	3	5 175	-	-	PREM. TRANSFORM. METAUX
METAL FABRICATING	78	27 475	57	20 025	6	1 730	3	655	-	-	FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	36	21 745	30	18 680	1	210	2	500	-	-	MACHINERIE
TRANSPORTATION EQUIP.	88	111 794	57	47 805	1	250	4	2 185	2	1 350	FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	63	45 600	50	30 700	1	980	2	1 060	-	-	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	31	12 915	13	4 765	1	200	1	215	-	-	PROD. MINIER NON-MET.
PETROLEUM & COAL PROD	8	2 580	7	2 030	1	550	-	-	-	-	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	31	13 280	23	10 655	-	-	-	-	-	-	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	17	6 565	13	4 255	-	-	-	-	-	-	IND. MANUF. DIVERSES
TOTAL	848	587 064	581	339 363	36	20 737	27	33 050	6	2 670	TOTAL

TABLE 69 (CONT'D.) - TABLEAU 69 (SUITE)

SUPPLY OF TOOLS FOURNITURE D'OUTILS									
GROUPING	CASH ALLOWANCE ALLOCATION EN ESPECES		EMPLOYEES SUPPLY - REPLACEMENT BY EMPLOYER		OTHER AUTRES DISPOSITIONS				GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	29	15 650	18	6 515	3	3 305			ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	-	-	-	-	-	-			TABAC (PRODUITS)
RUBBER AND PLASTICS	1	285	1	200	-	-			CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	2	600	-	-	-	-			INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	5	3 140	2	1 125	-	-			TEXTILE
KNITTING MILLS	-	-	-	-	-	-			BONNETERIE
CLOTHING INDUSTRIES	-	-	-	-	-	-			IND. DU VETEMENT
WOOD INDUSTRIES	1	200	12	33 585	1	225			INDUSTRIES DU BOIS
FURNITURE AND FIXTURE	-	-	2	595	-	-			MEUBLES
PAPER AND ALLIED	15	5 465	9	3 715	4	2 650			PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	1	1 350	-	-	-	-			IMPRIM./EDIT./CONN.
PRIMARY METAL	11	4 635	2	1 400	4	14 120			PREM. TRANSFORM. METAUX
METAL FABRICATING	8	3 810	4	1 255	-	-			FABRIC. -PROD. METAUX
MACHINERY INDUSTRIES	1	425	1	830	1	1 100			MACHINERIE
TRANSPORTATION EQUIP.	15	43 535	6	14 474	3	2 195			FABRIC. D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	9	12 160	-	-	1	700			PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	13	6 735	2	750	1	250			PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	-	-	-	-	-	-			CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	3	920	2	745	1	290			INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	2	1 905	1	205	1	200			IND. MANUF. DIVERSES
TOTAL	116	100 815	62	65 394	20	25 035			TOTAL

TABLE 70-TABEAU 70

SAFETY EQUIPMENT EQUIPEMENT DE SECURITE									
ALL AGREEMENTS TOUTES LES CONVENTIONS	NO PROVISION AUCUNE DISPOSITION		PROVIDED AT NO COST TO EMPLOYEE FOURNIS GRATUITEMENT		PROVIDED AT SOME COST TO EMPLOYEE FOURNIS MOYENNANT CERTAINS FRAIS		PROVIDE & MAIN- TAIN AT NO COST TO EMPLOYEE FOURNI ET ENTRETENU PAR L'EMPLOYEUR		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	28	12 862	33	18 625	18	7 765	1 505
TOBACCO PRODUCTS	9	5 085	6	4 060	-	-	2	485	-
RUBBER AND PLASTICS	26	13 300	8	3 600	8	4 435	3	2 270	-
LEATHER INDUSTRIES	15	5 560	9	3 325	4	1 055	1	230	-
TEXTILE INDUSTRIES	53	27 783	28	13 018	11	7 260	3	1 435	-
KNITTING MILLS	7	1 860	7	1 860	-	-	-	-	-
CLOTHING INDUSTRIES	26	36 565	24	35 010	-	-	-	-	-
WOOD INDUSTRIES	29	48 945	4	1 175	7	2 720	6	29 820	4 710
FURNITURE AND FIXTURE	13	3 950	5	1 330	2	840	3	945	200
PAPER AND ALLIED	123	67 125	32	17 950	24	11 780	31	17 175	-
PRINT/PUBLISH/ALLIED	20	9 975	9	3 665	3	2 085	1	315	2
PRIMARY METAL	61	62 145	11	9 505	21	20 855	8	4 565	2 1 425
METAL FABRICATING	78	27 475	9	2 490	20	7 640	26	7 995	7 1 800
MACHINERY INDUSTRIES	36	21 745	6	3 025	9	8 870	6	1 695	1 250
TRANSPORTATION EQUIP.	88	111 794	20	10 709	29	69 500	11	9 995	3 4 550
ELECTRICAL PRODUCTS	63	45 600	20	16 075	6	4 370	11	4 990	1 410
NONMETAL MINERAL PROD	31	12 915	1	650	8	2 945	3	1 350	1 415
PETROLEUM & COAL PROD	8	2 580	1	205	6	1 825	-	-	-
CHEMICAL & CHEM. PROD	31	13 280	6	2 230	6	3 035	8	2 695	1 310
MISC. MANUFACTURING	17	6 565	5	1 755	2	550	3	630	1 205
TOTAL	848	587 064	239	144 499	199	168 390	144	94 355	27 16 225

TABLE 70 (CONT'D.)--TABLEAU 70 (SUITE)

SAFETY EQUIPMENT EQUIPEMENT DE SECURITE									
GROUPING	PROVIDE & MAINTAIN AT SOME COST TO EMPLOYEE		OTHER AUTRES DISPOSITIONS						GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV					
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	32	22 060	-	-					ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	1	540	-	-					TABAC (PRODUITS)
RUBBER AND PLASTICS	7	2 995	-	-					CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	1	950	-	-					INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	9	5 320	2	750					TEXTILE
KNITTING MILLS	-	-	-	-					BONNETERIE
CLOTHING INDUSTRIES	1	255	1	1 300					IND. DU VETEMENT
WOOD INDUSTRIES	7	3 520	1	7 000					INDUSTRIES DU BOIS
FURNITURE AND FIXTURE	2	635	-	-					MEUBLES
PAPER AND ALLIED	35	19 080	1	1 140					PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	5	3 465	-	-					IMPRIM./EDIT./CONN.
PRIMARY METAL	19	25 795	-	-					PREM. TRANSFORM. METAUX
METAL FABRICATING	16	7 550	-	-					FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	13	7 075	1	830					MACHINERIE
TRANSPORTATION EQUIP.	25	17 040	-	-					FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	25	19 755	-	-					PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	18	7 555	-	-					PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	1	550	-	-					CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	10	5 010	-	-					INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	6	3 425	-	-					IND. MANUF. DIVERSES
TOTAL	233	152 575	6	11 020					TOTAL

TRAINING OR RETRAINING (NOT RELATED TO TECHNOLOGICAL CHANGE)
FORMATION ET RECYCLAGE (NON LIÉS AUX CHANGEMENTS TECHNOLOGIQUES)

GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		ON-THE-JOB TRAINING FORMATION SUR PLACE		APPRENTICESHIP PROGRAM PROGRAMME D'APPRENTISSAGE		TUITION/ FINANCIAL ASSISTANCE ASSISTANCE FINANCIERE		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING											IND. MANUFACTURIERES
FOOD AND BEVERAGE											ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	114	62 817	74	33 412	23	18 875	6	2 530	2	635	TABAC (PRODUITS)
RUBBER AND PLASTICS	9	5 085	1	470	5	3 675	-	-	-	-	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	26	13 300	16	7 330	6	3 815	3	1 810	-	-	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	15	5 560	9	3 965	2	655	2	500	-	-	TEXTILE
KNITTING MILLS	53	27 783	25	11 455	19	11 783	5	1 565	1	440	BONNETERIE
CLOTHING INDUSTRIES	7	1 860	4	1 025	2	575	1	260	-	-	IND. DU VETEMENT
WOOD INDUSTRIES	26	36 565	9	5 595	7	2 730	10	28 240	-	-	INDUSTRIES DU BOIS
FURNITURE AND FIXTURE	29	48 945	9	3 025	2	3 700	9	30 885	1	500	MEUBLES
PAPER AND ALLIED	13	3 950	10	3 180	1	360	2	410	-	-	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	123	67 125	31	10 945	29	17 980	22	12 905	2	925	IMPRIM./EDIT./CONN.
PRIMARY METAL	20	9 975	7	4 220	2	1 550	5	2 635	-	-	PREM. TRANSFORM. METAUX
METAL FABRICATING	61	62 145	11	3 825	24	18 540	5	4 660	3	5 235	FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	78	27 475	30	8 525	10	3 405	16	4 870	4	1 755	FABRIC. D'EQUIP. TRANS.
TRANSPORTATION EQUIP.	36	21 745	16	5 450	7	3 470	5	2 890	1	1 100	PRODUITS ELECTRIQUES
ELECTRICAL PRODUCTS	88	111 794	33	19 780	12	9 545	14	10 255	5	2 875	PROD. MINIERES NON-MET.
NONMETAL MINERAL PROD	63	45 600	30	19 435	18	14 040	9	5 820	1	290	CHARBON/PROD. PETROL.
PETROLEUM & COAL PROD	31	12 915	16	6 600	3	1 305	6	2 435	-	-	INDUSTRIE CHIMIQUE
CHEMICAL & CHEM. PROD	8	2 580	2	775	5	1 600	-	-	-	-	IND. MANUF. DIVERSES
MISC. MANUFACTURING	31	13 280	16	6 840	10	4 610	5	500	1	530	TOTAL
	17	6 565	7	2 495	3	1 095	1	2 285	1	450	
TOTAL	848	587 064	356	158 347	190	123 308	127	115 455	22	14 735	

TABLE 71 (CONT'D.)-TABLEAU 71 (SUITE)

TRAINING OR RETRAINING (NOT RELATED TO TECHNOLOGICAL CHANGE) FORMATION ET RECYCLAGE (NON LIÉS AUX CHANGEMENTS TECHNOLOGIQUES)											
GROUPING	COMBINATION: JOB TRAINING/ APPRENTICESHIP		COMBINATION: JOB TRAINING AND FIN. ASSISTANCE		COMBINATION: APPRENTICE AND FIN. ASSIST.		COMB: TRAINING, APPRENT. PROG. AND FIN. ASSIST.		OTHER DISPOSITIONS		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING											IND. MANUFACTURIERES
FOOD AND BEVERAGE	3	4 710	1	375	3	1 600	2	680	-	-	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	1	250	1	455	-	-	1	235	-	-	TABAC (PRODUITS)
RUBBER AND PLASTICS	1	345	-	-	-	-	-	-	-	-	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	2	440	-	-	-	-	-	-	-	-	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	2	740	-	-	-	-	1	1 800	-	-	TEXTILE
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	BONNETERIE
CLOTHING INDUSTRIES	-	-	-	-	-	-	-	-	-	-	IND. DU VETEMENT
WOOD INDUSTRIES	5	3 010	-	-	1	7 000	2	825	-	-	INDUSTRIES DU BOIS
FURNITURE AND FIXTURE	-	-	-	-	-	-	-	-	-	-	MEUBLES
PAPER AND ALLIED	14	11 835	6	3 015	4	1 165	15	8 355	-	-	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	1	325	-	-	2	815	2	430	-	-	IMPRIM./EDIT./CONN.
PRIMARY METAL	10	12 850	1	380	1	400	6	16 255	-	-	PREM. TRANSFORM. METAUX
METAL FABRICATING	9	6 100	-	-	1	220	8	2 600	-	-	FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	4	2 205	1	830	2	5 800	-	-	-	-	MACHINERIE
TRANSPORTATION EQUIP.	7	10 620	5	3 164	3	16 510	9	39 045	-	-	FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	4	5 515	1	500	-	-	-	-	-	-	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	4	1 680	-	205	1	345	1	550	-	-	PROD. MINIER NON-MET.
PETROLEUM & COAL PROD	-	-	1	-	-	-	-	-	-	-	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	2	540	-	-	-	-	-	-	-	-	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	1	240	-	-	1	260	-	-	-	-	IND. MANUF. DIVERSES
TOTAL	70	61 405	17	8 924	19	34 115	47	70 775	-	-	TOTAL

TABLE 72-TABLEAU 72

INDUSTRIAL SAFETY SECURITE INDUSTRIELLE										
	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		SAFETY PROGRAM PROGRAMME DE SECURITE		SAFETY COMMITTEE COMITE DE SECURITE		SAFETY PROGRAM AND SAFETY COMMITTEE PROGRAMME ET COMITE DE SECURITE	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
GROUPING	GROUPE									
MANUFACTURING	IND. MANUFACTURIERES									
FOOD AND BEVERAGE	114	62 817	27	11 540	22	12 310	25	16 440	40	22 527
TOBACCO PRODUCTS	9	5 085	2	1 710	-	-	4	1 615	3	1 760
RUBBER AND PLASTICS	26	13 300	3	950	4	2 565	7	3 790	12	5 995
LEATHER INDUSTRIES	15	5 560	3	1 330	8	3 245	-	-	4	985
TEXTILE INDUSTRIES	53	27 783	19	8 248	16	10 935	3	3 255	15	5 345
KNITTING MILLS	7	1 860	4	1 185	2	450	-	-	1	225
CLOTHING INDUSTRIES	26	36 565	18	30 485	3	3 065	2	1 900	3	1 115
WOOD INDUSTRIES	29	48 945	1	285	7	2 670	6	30 535	15	15 455
FURNITURE AND FIXTURE	13	3 950	1	210	2	990	5	1 545	5	1 205
PAPER AND ALLIED	123	67 125	6	2 120	32	17 105	20	11 875	65	36 025
PRINT/PUBLISH/ALLIED	20	9 975	5	3 335	3	725	7	2 465	5	3 450
PRIMARY METAL	61	62 145	3	1 535	5	2 450	4	1 350	49	56 810
METAL FABRICATING	78	27 475	8	2 345	11	3 950	8	4 100	51	17 080
MACHINERY INDUSTRIES	36	21 745	2	470	12	5 825	4	2 440	18	13 010
TRANSPORTATION EQUIP.	88	111 794	9	3 910	17	27 970	16	25 510	46	54 404
ELECTRICAL PRODUCTS	63	45 600	7	3 140	14	8 325	14	12 035	28	22 100
NONMETAL MINERAL PROD	31	12 915	-	-	5	1 765	9	4 120	17	7 030
PETROLEUM & COAL PROD	8	2 580	1	225	1	290	-	-	6	2 065
CHEMICAL & CHEM. PROD	31	13 280	4	1 575	5	1 640	7	3 245	15	6 820
MISC. MANUFACTURING	17	6 565	4	1 455	2	990	2	500	9	3 620
TOTAL	848	587 064	127	76 053	171	107 265	143	126 720	407	277 026
										TOTAL

TABLE 73-TABEAU 73

MATERNITY LEAVE (SENIORITY) CONGE DE MATERNITE (ANCIENNETE)									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		SENIORITY RETAINED ANCIENNETE CONSERVEE		SENIORITY ACCUMULATED ANCIENNETE ACCUMULEE		NO MENTION IF RETAINED OR ACCUMULATED SANS PRECISIONS SI MAINTENUE OU ACCUMULEE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	60	27 295	27	11 975	25	21 707	1 100
TOBACCO PRODUCTS	9	5 085	4	2 200	1	760	2	720	-
RUBBER AND PLASTICS	26	13 300	9	4 070	13	7 820	2	570	500
LEATHER INDUSTRIES	15	5 560	4	1 645	5	2 495	5	1 180	-
TEXTILE INDUSTRIES	53	27 783	32	17 940	10	4 435	5	2 635	240
KNITTING MILLS	7	1 860	3	700	3	810	-	-	-
CLOTHING INDUSTRIES	26	36 565	15	17 820	7	7 990	1	255	-
WOOD INDUSTRIES	29	48 945	20	39 020	5	1 445	3	1 480	-
FURNITURE AND FIXTURE	13	3 950	10	3 205	2	525	1	220	-
PAPER AND ALLIED	123	67 125	97	57 085	15	5 430	11	4 610	-
PRINT/PUBLISH/ALLIED	20	9 975	13	6 245	4	2 410	1	840	480
PRIMARY METAL	61	62 145	52	52 290	3	1 680	4	6 820	-
METAL FABRICATING	78	27 475	57	18 470	7	2 030	12	6 325	-
MACHINERY INDUSTRIES	36	21 745	31	19 565	1	310	3	1 520	-
TRANSPORTATION EQUIP.	88	111 794	59	86 824	9	7 205	16	13 245	470
ELECTRICAL PRODUCTS	63	45 600	28	15 645	14	14 600	16	10 340	1 450
NONMETAL MINERAL PROD	31	12 915	23	8 860	2	595	4	2 260	750
PETROLEUM & COAL PROD	8	2 580	8	2 580	-	-	-	-	-
CHEMICAL & CHEM. PROD	31	13 280	25	10 690	4	1 430	2	1 160	-
MISC. MANUFACTURING	17	6 565	9	3 320	4	1 890	4	1 355	-
TOTAL	848	587 064	559	395 469	136	75 835	117	77 242	4 990

TABLE 73 (CONT'D.) - TABLEAU 73 (SUITE)

MATERNITY LEAVE (SENIORITY) CONGE DE MATERNITE (ANCIENNETE)						
GROUPING	ACCUMULATED FOR SPECIFIC PERIOD THEN RETAINED		OTHER AUTRES DISPOSITIONS			
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV		
MANUFACTURING						
FOOD AND BEVERAGE	-	-	1	740		IND. MANUFACTURIERES
TOBACCO PRODUCTS	1	455	1	950		ALIMENTS ET BOISSONS
RUBBER AND PLASTICS	1	340	-	-		TABAC (PRODUITS)
LEATHER INDUSTRIES	-	-	1	240		CAOUTCHOUC/PLASTIQUE
TEXTILE INDUSTRIES	1	200	4	2 333		INDUSTRIES DU CUIR
KNITTING MILLS	-	-	1	350		TEXTILE
CLOTHING INDUSTRIES	-	-	3	10 500		BONNETERIE
WOOD INDUSTRIES	-	-	1	7 000		IND. DU VETEMENT
FURNITURE AND FIXTURE	-	-	-	-		INDUSTRIES DU BOIS
PAPER AND ALLIED	-	-	-	-		MEUBLES
PRINT/PUBLISH/ALLIED	-	-	-	-		PAPIER/IND. CONNEXES
PRIMARY METAL	-	-	2	1 355		IMPRIM./EDIT./CONN.
METAL FABRICATING	2	650	-	-		PREM. TRANSFORM. METAUX
MACHINERY INDUSTRIES	-	-	1	350		FABRIC.-PROD. METAUX
TRANSPORTATION EQUIP.	-	-	2	4 050		MACHINERIE
ELECTRICAL PRODUCTS	2	3 565	-	-		FABRIC. D'EQUIP. TRANS.
NONMETAL MINERAL PROD	1	450	-	-		PRODUITS ELECTRIQUES
PETROLEUM & COAL PROD	-	-	-	-		PROD. MINIERES NON-MET.
CHEMICAL & CHEM. PROD	-	-	-	-		CHARBON/PROD. PETROL.
MISC. MANUFACTURING	-	-	-	-		INDUSTRIE CHIMIQUE
TOTAL	8	5 660	17	27 868		IND. MANUF. DIVERSES
						TOTAL

TABLE 74-TABEAU 74

MATERNITY LEAVE (PAY) CONGÉ DE MATERNITÉ (REMUNÉRATION)									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		LEAVE WITH PAY CONGÉ AUTORISÉ PAYÉ		LEAVE WITHOUT PAY CONGÉ AUTORISÉ NON REMUNÉRÉ		LEAVE PAID FOR A PERIOD THEN UNPAID CONGÉ AUTORISÉ AVEC SOLDE, PUIS SANS SOLDE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIÈRES
FOOD AND BEVERAGE	114	62 817	85	46 920	-	-	27	14 277	-
TOBACCO PRODUCTS	9	5 085	8	4 325	-	-	1	760	-
RUBBER AND PLASTICS	26	13 300	20	10 800	-	-	5	2 130	-
LEATHER INDUSTRIES	15	5 560	7	2 420	-	-	7	2 190	-
TEXTILE INDUSTRIES	53	27 783	46	25 043	-	-	7	2 740	-
KNITTING MILLS	7	1 860	3	660	-	-	4	1 200	-
CLOTHING INDUSTRIES	26	36 565	18	21 095	-	-	8	15 470	-
WOOD INDUSTRIES	29	48 945	16	4 900	-	-	13	44 045	-
FURNITURE AND FIXTURE	13	3 950	10	3 320	-	-	3	630	-
PAPER AND ALLIED	123	67 125	104	58 840	-	-	19	8 285	-
PRINT/PUBLISH/ALLIED	20	9 975	12	7 050	-	-	7	2 695	-
PRIMARY METAL	61	62 145	56	55 780	-	-	4	5 575	1
METAL FABRICATING	78	27 475	70	22 895	-	1 400	6	2 980	-
MACHINERY INDUSTRIES	36	21 745	34	20 695	1	220	1	830	-
TRANSPORTATION EQUIP.	88	111 794	70	100 364	1	320	16	10 765	-
ELECTRICAL PRODUCTS	63	45 600	41	33 450	-	-	21	11 480	-
NONMETAL MINERAL PROD	31	12 915	28	11 735	-	-	3	1 180	-
PETROLEUM & COAL PROD	8	2 580	8	2 580	-	-	-	-	-
CHEMICAL & CHEM. PROD	31	13 280	25	10 925	-	-	5	2 065	1
MISC. MANUFACTURING	17	6 565	10	3 670	-	-	7	2 895	-
TOTAL	848	587 064	671	447 467	3	1 940	164	132 192	2
									1080
									TOTAL

TABLE 74 (CONT'D.)-TABLEAU 74 (SUITE)

MATERNITY LEAVE (PAY) CONGE DE MATERNITE (REMUNERATION)						
GROUPING	USE OF SICK LEAVE		LEAVE: WEEKLY INDEMNITY OR GROUP INSURANCE		OTHER	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
IND. MANUFACTURIERES						
MANUFACTURING						
FOOD AND BEVERAGE	-	-	2	1 620	-	-
TOBACCO PRODUCTS	-	-	-	-	-	-
RUBBER AND PLASTICS	-	-	1	370	-	-
LEATHER INDUSTRIES	-	-	1	950	-	-
TEXTILE INDUSTRIES	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-
CLOTHING INDUSTRIES	-	-	-	-	-	-
WOOD INDUSTRIES	-	-	-	-	-	-
FURNITURE AND FIXTURE	-	-	-	-	-	-
PAPER AND ALLIED	-	-	-	-	-	-
PRINT/PUBLISH/ALLIED	-	-	1	230	-	-
PRIMARY METAL	-	-	-	-	-	-
METAL FABRICATING	-	-	1	200	-	-
MACHINERY INDUSTRIES	-	-	-	-	-	-
TRANSPORTATION EQUIP.	-	-	1	345	-	-
ELECTRICAL PRODUCTS	-	-	1	670	-	-
NONMETAL MINERAL PROD	-	-	-	-	-	-
PETROLEUM & COAL PROD	-	-	-	-	-	-
CHEMICAL & CHEM. PROD	-	-	-	-	-	-
MISC. MANUFACTURING	-	-	-	-	-	-
TOTAL	-	-	8	4 385	-	-
IND. MANUFACTURIERES						
ALIMENTS ET BOISSONS						
TABAC (PRODUITS)						
CAOUTCHOUC/PLASTIQUE						
INDUSTRIES DU CUIR						
TEXTILE						
BONNETERIE						
IND. DU VETEMENT						
INDUSTRIES DU BOIS						
MEUBLES						
PAPIER/IND. CONNEXES						
IMPRIM./EDIT./CONN.						
PREM. TRANSFORM. METAUX						
FABRIC.-PROD. METAUX						
MACHINERIE						
FABRIC. D'EQUIP. TRANS.						
PRODUITS ELECTRIQUES						
PROD. MINIER NON-MET.						
CHARBON/PROD. PETROL.						
INDUSTRIE CHIMIQUE						
IND. MANUF. DIVERSES						
TOTAL						

TABLE 75-TABLEAU 75

MATERNITY LEAVE: SPECIFIED TIME BEFORE AND AFTER DATE OF BIRTH DUREE DU CONGE DE MATERNITE AVANT ET APRES L'ACCOUCHEMENT									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		LESS THAN 3 MOS. MOINS DE 3 MOIS		3 MONTHS 3 MOIS		4 MONTHS 4 MOIS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	56	25 710	-	-	2	450	3 390
TOBACCO PRODUCTS	9	5 085	4	2 420	-	-	-	-	720
RUBBER AND PLASTICS	26	13 300	8	3 870	-	-	1	240	370
LEATHER INDUSTRIES	15	5 560	5	2 595	-	-	-	-	670
TEXTILE INDUSTRIES	53	27 783	30	17 430	2	1 510	-	-	765
KNITTING MILLS	7	1 860	2	440	1	260	-	-	-
CLOTHING INDUSTRIES	26	36 565	11	6 220	-	-	1	200	23 550
WOOD INDUSTRIES	29	48 945	17	13 285	2	1 085	-	-	360
FURNITURE AND FIXTURE	13	3 950	8	2 645	-	-	-	-	-
PAPER AND ALLIED	123	67 125	91	54 455	1	275	-	-	4 470
PRINT/PUBLISH/ALLIED	20	9 975	9	4 775	-	-	-	-	685
PRIMARY METAL	61	62 145	47	43 090	1	620	-	-	910
METAL FABRICATING	78	27 475	55	18 055	1	200	-	-	1 525
MACHINERY INDUSTRIES	36	21 745	32	19 875	-	-	-	-	-
TRANSPORTATION EQUIP.	88	111 794	52	81 109	2	3 810	2	1 200	2 490
ELECTRICAL PRODUCTS	63	45 600	19	14 615	1	1 150	-	-	2 780
NONMETAL MINERAL PROD	31	12 915	20	7 245	-	-	-	-	700
PETROLEUM & COAL PROD	8	2 580	8	2 580	-	-	-	-	-
CHEMICAL & CHEM. PROD	31	13 280	25	10 930	-	-	-	-	-
MISC. MANUFACTURING	17	6 565	6	2 625	-	-	1	500	620
TOTAL	848	587 064	505	333 969	11	8 910	7	2 590	44 005
									IND. MANUFACTURIERES
									ALIMENTS ET BOISSONS
									TABAC (PRODUITS)
									CAOUTCHOUC/PLASTIQUE
									INDUSTRIES DU CUIR
									TEXTILE
									BONNETERIE
									IND. DU VETEMENT
									INDUSTRIES DU BOIS
									MEUBLES
									PAPIER/IND. CONNEXES
									IMPRIM./EDIT./CONN.
									PREM. TRANSFORM. METAUX
									FABRIC. -PROD. METAUX
									MACHINERIE
									FABRIC. D'EQUIP. TRANS.
									PRODUITS ELECTRIQUES
									PROD. MINIERES NON-MET.
									CHARBON/PROD. PETROL.
									INDUSTRIE CHIMIQUE
									IND. MANUF. DIVERSES
									TOTAL

TABLE 75 (CONT'D.)-TABLEAU 75 (SUITE)

MATERNITY LEAVE: SPECIFIED TIME BEFORE AND AFTER DATE OF BIRTH DUREE DU CONGE DE MATERNITE AVANT ET APRES L'ACCOUCHEMENT										
	5 MONTHS		6 MONTHS OR MORE		NOT SPECIFIED: TO EMPLOYEE NON PRECISEE:		NOT SPECIFIED: CANNOT BE DETERMINED		OTHER AUTRES DISPOSITIONS	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV		
GROUPING									GROUPE	
MANUFACTURING									IND. MANUFACTURIERES	
FOOD AND BEVERAGE	9	2 660	29	19 122	1	5 600	8	5 185	1	700
TOBACCO PRODUCTS	-	-	3	1 945	-	-	-	-	-	-
RUBBER AND PLASTICS	-	-	11	6 420	1	200	3	1 700	1	500
LEATHER INDUSTRIES	1	250	3	1 285	-	-	2	460	1	300
TEXTILE INDUSTRIES	4	2 850	14	4 933	-	-	1	295	-	-
KNITTING MILLS	-	-	4	1 160	-	-	-	-	-	-
CLOTHING INDUSTRIES	3	3 900	4	2 495	-	-	1	200	-	-
WOOD INDUSTRIES	3	1 135	-	-	-	-	6	33 080	-	-
FURNITURE AND FIXTURE	2	525	2	430	-	-	1	350	-	-
PAPER AND ALLIED	8	3 060	11	4 130	1	200	1	225	1	310
PRINT/PUBLISH/ALLIED	1	200	5	3 175	-	-	1	840	1	300
PRIMARY METAL	3	6 095	6	8 795	-	-	2	2 635	-	-
METAL FABRICATING	2	430	10	4 985	2	1 325	3	955	-	-
MACHINERY INDUSTRIES	-	-	4	1 870	-	-	-	-	-	-
TRANSPORTATION EQUIP.	5	5 330	16	11 100	-	-	7	6 405	1	350
ELECTRICAL PRODUCTS	11	7 745	25	16 920	-	-	2	2 390	-	-
NONMETAL MINERAL PROD	1	205	9	4 765	-	-	-	-	-	-
PETROLEUM & COAL PROD	-	-	-	-	-	-	-	-	-	-
CHEMICAL & CHEM. PROD	3	1 400	3	950	-	-	-	-	-	-
MISC. MANUFACTURING	1	260	5	2 125	1	205	1	230	-	-
TOTAL	57	36 045	164	96 605	6	7 530	39	54 950	6	2 460

TABLE 76-TABLEAU 76

ADVANCE NOTICE AND/OR CONSULTATION WITH EMPLOYEE AND/OR UNION PRIOR TO INTRODUCTION OF NEW METHODS OF PRODUCTION PRÉAVIS ET(OU) CONSULTATION DES EMPLOYÉS ET(OU) DU SYNDICAT AVANT L'INTRODUCTION DE NOUVELLES MÉTHODES DE PRODUCTION									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		LESS THAN 3 MOS. MOINS DE 3 MOIS		3 TO 6 MONTHS 3 A 6 MOIS		6 TO 12 MONTHS 6 A 12 MOIS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIÈRES
FOOD AND BEVERAGE	114	62 817	73	35 245	12	14 195	16	5 655	-
TOBACCO PRODUCTS	9	5 085	2	705	4	2 420	-	-	-
RUBBER AND PLASTICS	26	13 300	22	10 895	3	1 905	-	-	-
LEATHER INDUSTRIES	15	5 560	9	3 565	5	1 795	-	-	-
TEXTILE INDUSTRIES	53	27 783	37	17 313	4	1 150	6	3 070	1
KNITTING MILLS	7	1 860	6	1 600	-	-	1	260	2 720
CLOTHING INDUSTRIES	26	36 565	21	22 665	-	-	1	3 000	-
WOOD INDUSTRIES	29	48 945	17	5 095	-	-	8	14 690	-
FURNITURE AND FIXTURE	13	3 950	13	3 950	-	-	-	-	2
PAPER AND ALLIED	123	67 125	20	6 460	51	26 070	34	24 115	-
PRINT/PUBLISH/ALLIED	20	9 975	5	1 250	7	4 480	8	4 245	3 145
PRIMARY METAL	61	62 145	35	28 160	3	1 690	3	1 205	-
METAL FABRICATING	78	27 475	63	22 475	1	405	1	330	-
MACHINERY INDUSTRIES	36	21 745	33	20 685	-	-	-	-	-
TRANSPORTATION EQUIP.	88	111 794	67	66 674	6	8 050	5	4 065	1
ELECTRICAL PRODUCTS	63	45 600	45	30 760	1	500	2	1 225	-
NONMETAL MINERAL PROD	31	12 915	22	8 450	-	-	3	1 160	-
PETROLEUM & COAL PROD	8	2 580	5	1 600	1	325	2	655	-
CHEMICAL & CHEM. PROD	31	13 280	27	10 270	1	850	2	1 860	-
MISC. MANUFACTURING	17	6 565	14	4 725	-	-	-	-	-
TOTAL	848	587 064	536	302 542	99	63 795	92	65 535	8 35 125
									TOTAL

TABLE 76 (CONT'D.) - TABLEAU 76 (SUITE)

ADVANCE NOTICE AND/OR CONSULTATION WITH EMPLOYEE AND/OR UNION PRIOR TO INTRODUCTION OF NEW METHODS OF PRODUCTION PREAVIS ET(OU) CONSULTATION DES EMPLOYES ET(OU) DU SYNDICAT AVANT L'INTRODUCTION DE NOUVELLES METHODES DE PRODUCTION									
GROUPING GROUPE	12 MONTHS OR MORE 12 MOIS OU PLUS		OTHER AUTRES DISPOSITIONS						
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV					
MANUFACTURING									
FOOD AND BEVERAGE	-	-	13	7 722					IND. MANUFACTURIERES
TOBACCO PRODUCTS	-	-	3	1 960					ALIMENTS ET BOISSONS
RUBBER AND PLASTICS	-	-	1	500					TABAC (PRODUITS)
LEATHER INDUSTRIES	-	-	1	240					CAOUTCHOUC/PLASTIQUE
TEXTILE INDUSTRIES	-	-	5	3 530					INDUSTRIES DU CUIR
KNITTING MILLS	-	-	-	-					TEXTILE
CLOTHING INDUSTRIES	-	-	4	10 900					BONNETERIE
WOOD INDUSTRIES	1	500	1	200					IND. DU VETEMENT
FURNITURE AND FIXTURE	-	-	-	-					INDUSTRIES DU BOIS
PAPER AND ALLIED	2	1 005	12	6 330					MEUBLES
PRINT/PUBLISH/ALLIED	-	-	-	-					PAPIER/IND. CONNEXES
PRIMARY METAL	-	-	20	31 090					IMPRIM./EDIT./CONN.
METAL FABRICATING	1	200	12	4 065					PREM. TRANSFORM. METAUX
MACHINERY INDUSTRIES	-	-	3	1 060					FABRIC.-PROD. METAUX
TRANSPORTATION EQUIP.	-	-	9	32 205					MACHINERIE
ELECTRICAL PRODUCTS	-	-	15	13 115					FABRIC.D'EQUIP. TRANS.
NONMETAL MINERAL PROD	-	-	6	3 305					PRODUITS ELECTRIQUES
PETROLEUM & COAL PROD	-	-	-	-					PROD. MINIER NON-MET.
CHEMICAL & CHEM. PROD	-	-	1	300					CHARBON/PROD. PETROL.
MISC. MANUFACTURING	-	-	3	1 840					INDUSTRIE CHIMIQUE
TOTAL	4	1 705	109	118 362					IND. MANUF. DIVERSES
									TOTAL

TABLE 77-TABLEAU 77

TRAINING OR RETRAINING PROVIDED IN CASE OF TECHNOLOGICAL CHANGE FORMATION OU RECYCLAGE OFFERTS A L'OCCASION DES CHANGEMENTS TECHNOLOGIQUES									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		ON-THE-JOB TRAINING ON NEW EQUIPMENT		ON-THE-JOB TRAINING FOR ANOTHER JOB		OTHER (INCLUDING RETRAIN. AT EML - OYER'S EXPENSE)
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	96	51 067	8	4 015	2	1 445	8
TOBACCO PRODUCTS	9	5 085	4	1 715	4	2 420	1	950	-
RUBBER AND PLASTICS	26	13 300	25	13 015	1	285	-	-	-
LEATHER INDUSTRIES	15	5 560	13	4 715	2	845	-	-	-
TEXTILE INDUSTRIES	53	27 783	37	16 353	9	6 290	6	4 490	1
KNITTING MILLS	7	1 860	5	1 390	1	210	1	260	-
CLOTHING INDUSTRIES	26	36 565	21	22 215	4	14 150	-	-	1
WOOD INDUSTRIES	29	48 945	25	19 680	2	765	-	-	2
FURNITURE AND FIXTURE	13	3 950	12	3 320	1	630	-	-	-
PAPER AND ALLIED	123	67 125	57	28 445	37	20 405	23	14 185	6
PRINT/PUBLISH/ALLIED	20	9 975	8	2 780	7	4 660	4	2 310	1
PRIMARY METAL	61	62 145	33	23 545	12	7 735	12	27 460	4
METAL FABRICATING	78	27 475	61	21 725	4	1 405	8	2 945	5
MACHINERY INDUSTRIES	36	21 745	28	11 445	4	7 110	2	1 840	2
TRANSPORTATION EQUIP.	88	111 794	58	74 879	19	24 790	5	4 230	6
ELECTRICAL PRODUCTS	63	45 600	47	26 395	12	16 545	3	1 885	1
NONMETAL MINERAL PROD	31	12 915	19	6 335	6	3 525	5	2 495	1
PETROLEUM & COAL PROD	8	2 580	7	2 150	1	430	-	-	-
CHEMICAL & CHEM. PROD	31	13 280	28	11 650	2	1 330	1	300	-
MISC. MANUFACTURING	17	6 565	12	4 070	2	655	2	565	1
TOTAL	848	587 064	596	346 889	138	118 200	75	65 360	39
									IND. MANUFACTURIERES
									ALIMENTS ET BOISSONS
									TABAC (PRODUITS)
									CAOUTCHOUC/PLASTIQUE
									INDUSTRIES DU CUIR
									TEXTILE
									BONNETERIE
									IND. DU VETEMENT
									INDUSTRIES DU BOIS
									MEUBLES
									PAPIER/IND. CONNEXES
									IMPRIM./EDIT./CONN.
									PREM. TRANSFORM. METAUX
									FABRIC.-PROD. METAUX
									MACHINERIE
									FABRIC. D'EQUIP. TRANS.
									PRODUITS ELECTRIQUES
									PROD. MINIERES NON-MET.
									CHARBON/PROD. PETROL.
									INDUSTRIE CHIMIQUE
									IND. MANUF. DIVERSES
									TOTAL

TABLE 78-TABLEAU 78

LABOUR-MANAGEMENT COMMITTEE (TECHNOLOGICAL CHANGE) COMITE PATRONAL-SYNDICAL (CHANGEMENTS TECHNOLOGIQUES)										
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		COMMITTEE STUDIES PROBLEMS LE COMITE ETUDIE LES PROBLEMES		COMMITTEE ADMINISTERS FUNDS/PROGRAMS LE COMITE ADMI- NISTRE LES FONDS ET PROGRAMMES		COMBINATION: STUDY PROBLEMS/ ADMIN. FUNCTIONS ETUDE PROBLEMES ADMINISTRE FONDS ET PROGRAMMES	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
MANUFACTURING										IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	106	52 215	6	10 072	2	530	-	-
TOBACCO PRODUCTS	9	5 085	5	2 665	3	2 185	-	-	-	235
RUBBER AND PLASTICS	26	13 300	26	13 300	-	-	-	-	-	-
LEATHER INDUSTRIES	15	5 560	15	5 560	-	-	-	-	-	-
TEXTILE INDUSTRIES	53	27 783	53	27 783	-	-	-	-	-	-
KNITTING MILLS	7	1 860	7	1 860	-	-	-	-	-	-
CLOTHING INDUSTRIES	26	36 565	22	22 510	3	13 800	1	255	-	-
WOOD INDUSTRIES	29	48 945	28	20 945	1	28 000	-	-	-	-
FURNITURE AND FIXTURE	13	3 950	13	3 950	-	-	-	-	-	-
PAPER AND ALLIED	123	67 125	54	21 730	68	44 895	1	500	-	-
PRINT/PUBLISH/ALLIED	20	9 975	14	5 375	5	2 400	1	2 200	-	-
PRIMARY METAL	61	62 145	52	41 605	8	20 275	-	-	1	265
METAL FABRICATING	78	27 475	74	24 440	4	3 035	-	-	-	-
MACHINERY INDUSTRIES	36	21 745	36	21 745	-	-	-	-	-	-
TRANSPORTATION EQUIP.	88	111 794	78	103 009	8	7 320	-	-	2	1 465
ELECTRICAL PRODUCTS	63	45 600	59	43 070	4	2 530	-	-	-	-
NONMETAL MINERAL PROD	31	12 915	30	12 355	1	560	-	-	-	-
PETROLEUM & COAL PROD	8	2 580	7	2 150	1	430	-	-	-	-
CHEMICAL & CHEM. PROD	31	13 280	29	11 930	1	500	-	-	1	850
MISC. MANUFACTURING	17	6 565	17	6 565	-	-	-	-	-	-
TOTAL	848	587 064	725	444 762	113	136 002	5	3 485	5	2 815

TABLE 79-TABEAU 79

WAGE AND EMPLOYMENT SECURITY (TECHNOLOGICAL CHANGE) GARANTIES DE SALAIRE ET D'EMPLOI (CHANGEMENTS TECHNOLOGIQUES)										
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		WAGE AND/OR EMPLOYMENT GUARANTEE GARANTIE DE SALAIRE ET(OU) D'EMPLOI		ATTRITION REDUCTION NATURELLE DES EFFECTIFS		DISTRIBUTION OF WORK REPARTITION DU TRAVAIL	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
MANUFACTURING										IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	92	45 082	21	17 530	-	-	-	-
TOBACCO PRODUCTS	9	5 085	6	2 625	1	950	-	-	-	-
RUBBER AND PLASTICS	26	13 300	25	13 015	1	285	-	-	-	-
LEATHER INDUSTRIES	15	5 560	11	4 270	4	1 290	-	-	-	-
TEXTILE INDUSTRIES	53	27 783	49	25 973	3	1 355	1	455	-	-
KNITTING MILLS	7	1 860	5	1 420	2	440	-	-	-	-
CLOTHING INDUSTRIES	26	36 565	18	20 215	8	16 350	-	-	-	-
WOOD INDUSTRIES	29	48 945	18	5 520	11	43 425	-	-	-	-
FURNITURE AND FIXTURE	13	3 950	13	3 950	-	-	-	-	-	-
PAPER AND ALLIED	123	67 125	31	10 545	88	53 680	2	450	-	-
PRINT/PUBLISH/ALLIED	20	9 975	14	6 755	4	1 640	-	-	-	-
PRIMARY METAL	61	62 145	38	27 220	22	34 725	-	-	-	-
METAL FABRICATING	78	27 475	68	22 970	10	4 505	-	-	-	-
MACHINERY INDUSTRIES	36	21 745	35	21 505	1	240	-	-	-	-
TRANSPORTATION EQUIP.	88	111 794	87	110 094	1	1 700	-	-	-	-
ELECTRICAL PRODUCTS	63	45 600	60	43 060	1	630	1	980	1	930
NONMETAL MINERAL PROD	31	12 915	26	10 520	5	2 395	-	-	-	-
PETROLEUM & COAL PROD	8	2 580	8	2 580	-	-	-	-	-	-
CHEMICAL & CHEM. PROD	31	13 280	30	12 430	1	850	-	-	-	-
MISC. MANUFACTURING	17	6 565	16	6 360	1	205	-	-	-	-
TOTAL	848	587 064	650	396 109	185	182 195	4	1 885	1	930

TABLE 79 (CONT'D.) - TABLEAU 79 (SUITE)

WAGE AND EMPLOYMENT SECURITY (TECHNOLOGICAL CHANGE) GARANTIES DE SALAIRE ET D'EMPLOI (CHANGEMENTS TECHNOLOGIQUES)									
	COMB: GUARANTEE OR ATTRITION OR WORK DISTRIB.		OTHER AUTRES DISPOSITIONS		AGMTS CONV	WORKERS TRAV			GROUPE
	COMB: GARANTIE, REDUCTION NAT. OU REPART. DU TRAV.								
GROUPING	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV					
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	-	-	1	205					ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	-	455	1	1 055					TABAC (PRODUITS)
RUBBER AND PLASTICS	-	-	-	-					CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	-	-	-	-					INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	-	-	-	-					TEXTILE
KNITTING MILLS	-	-	-	-					BONNETERIE
CLOTHING INDUSTRIES	-	-	-	-					IND. DU VETEMENT
WOOD INDUSTRIES	-	-	-	-					INDUSTRIES DU BOIS
FURNITURE AND FIXTURE	-	-	-	-					MEUBLES
PAPER AND ALLIED	2	2 450	-	-					PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	2	1 580	-	-					IMPRIM./EDIT./CONN.
PRIMARY METAL	-	-	1	200					PREM. TRANSFORM. METAUX
METAL FABRICATING	-	-	-	-					FABRIC. -PROD. METAUX
MACHINERY INDUSTRIES	-	-	-	-					MACHINERIE
TRANSPORTATION EQUIP.	-	-	-	-					FABRIC. D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	-	-	-	-					PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	-	-	-	-					PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	-	-	-	-					CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	-	-	-	-					INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	-	-	-	-					IND. MANUF. DIVERSES
TOTAL	5	4 485	3	1 460					TOTAL

TABLE 80-TABLEAU 80

NOTICE OF LAYOFF (TECHNOLOGICAL CHANGE) AVIS DE MISE A PIED (CHANGEMENTS TECHNOLOGIQUES)										
	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		LESS THAN 3 MOS. MOINS DE 3 MOIS		3 TO 6 MONTHS 3 A 6 MOIS		OTHER AUTRES DISPOSITIONS	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
GROUPING	AGMTS CONV		AGMTS CONV		AGMTS CONV		AGMTS CONV		AGMTS CONV	
GROUPING	AGMTS CONV		AGMTS CONV		AGMTS CONV		AGMTS CONV		AGMTS CONV	
IND. MANUFACTURIERES										
ALIMENTS ET BOISSONS										
TABAC (PRODUITS)										
CAOUTCHOUC/PLASTIQUE										
INDUSTRIES DU CUIR										
TEXTILE										
BONNETERIE										
IND. DU VETEMENT										
INDUSTRIES DU BOIS										
MEUBLES										
PAPIER/IND. CONNEXES										
IMPRIM./EDIT./CONN.										
PREM. TRANSFORM. METAUX										
FABRIC.-PROD. METAUX										
MACHINERIE										
FABRIC.D'EQUIP. TRANS.										
PRODUITS ELECTRIQUES										
PROD. MINIERES NON-MET.										
CHARBON/PROD. PETROL.										
INDUSTRIE CHIMIQUE										
IND. MANUF. DIVERSES										
TOTAL										

TOTAL

TABLE 81-TABEAU 81

MOONLIGHTING DOUBLE EMPLOI									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		PERMITTED WITH RESTRICTIONS PERMIS MAIS AVEC RESTRICTIONS		PROHIBITED INTERDIT		OTHER AUTRES DISPOSITIONS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	89	49 292	5	3 030	15	8 125	2 370
TOBACCO PRODUCTS	9	5 085	9	5 085	-	-	-	-	-
RUBBER AND PLASTICS	26	13 300	22	10 110	1	800	2	1 890	500
LEATHER INDUSTRIES	15	5 560	13	4 125	1	595	1	840	-
TEXTILE INDUSTRIES	53	27 783	45	24 333	1	310	1	750	2 390
KNITTING MILLS	7	1 860	6	1 630	1	230	-	-	-
CLOTHING INDUSTRIES	26	36 565	18	16 500	4	6 065	4	14 000	-
WOOD INDUSTRIES	29	48 945	28	48 210	-	-	-	-	-
FURNITURE AND FIXTURE	13	3 950	10	2 750	1	360	1	630	735
PAPER AND ALLIED	123	67 125	113	61 340	4	2 300	4	3 080	210
PRINT/PUBLISH/ALLIED	20	9 975	16	7 310	4	2 665	-	-	405
PRIMARY METAL	61	62 145	45	52 315	7	5 885	3	2 135	-
METAL FABRICATING	78	27 475	65	20 010	7	5 830	3	640	1 810
MACHINERY INDUSTRIES	36	21 745	28	16 130	2	1 870	2	1 930	3 995
TRANSPORTATION EQUIP.	88	111 794	56	89 329	17	14 295	6	4 840	1 815
ELECTRICAL PRODUCTS	63	45 600	55	40 500	4	3 750	4	1 350	3 330
NONMETAL MINERAL PROD	31	12 915	22	9 015	4	2 660	2	465	-
PETROLEUM & COAL PROD	8	2 580	7	2 375	-	-	-	-	775
CHEMICAL & CHEM. PROD	31	13 280	24	10 975	2	520	1	500	1 205
MISC. MANUFACTURING	17	6 565	13	4 850	1	800	1	450	2 285
TOTAL	848	587 064	684	476 184	66	51 965	50	41 625	17 290
									48

TABLE 82-TABEAU 82

CONTRACTING OUT CONTRATS A FORFAIT											
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		PERMITTED PERMIS		PROHIBITED INTERDIT		PROHIBITED IF LEADS TO LAYOFF INTERDIT SI ELLE ENTRAINE DES MISES A PIED		
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING										IND. MANUFACTURIERES	
FOOD AND BEVERAGE	114	62 817	73	31 852	13	14 395	4	1 490	23	14 330	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	9	5 085	4	3 015	1	235	-	-	4	1 835	TABAC (PRODUITS)
RUBBER AND PLASTICS	26	13 300	17	7 110	4	2 505	-	-	5	3 685	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	15	5 560	11	3 765	1	300	-	-	3	1 495	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	53	27 783	41	18 183	10	7 520	-	-	2	2 080	TEXTILE
KNITTING MILLS	7	1 860	6	1 600	1	260	-	-	-	-	BONNETERIE
CLOTHING INDUSTRIES	26	36 565	9	4 470	4	1 140	1	1 300	4	12 555	IND. DU VETEMENT
WOOD INDUSTRIES	29	48 945	16	6 680	5	29 145	-	-	6	12 370	INDUSTRIES DU BOIS
FURNITURE AND FIXTURE	13	3 950	11	3 425	-	-	-	-	1	325	MEUBLES
PAPER AND ALLIED	123	67 125	47	22 745	25	14 210	7	2 665	40	25 065	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	20	9 975	8	5 715	3	1 740	2	770	5	1 190	IMPRIM./EDIT./CONN.
PRIMARY METAL	61	62 145	28	13 925	14	30 305	-	-	18	17 615	PREM. TRANSFORM. METAUX
METAL FABRICATING	78	27 475	52	16 335	9	5 255	1	405	13	4 835	FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	36	21 745	30	17 335	2	810	1	650	3	2 950	MACHINERIE
TRANSPORTATION EQUIP.	88	111 794	47	28 834	21	49 365	-	-	15	28 330	FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	63	45 600	49	32 165	6	6 065	-	-	8	7 370	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	31	12 915	17	6 515	3	2 010	-	-	10	4 140	PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	8	2 580	5	1 750	1	325	-	-	2	505	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	31	13 280	21	7 960	4	3 100	-	-	5	1 900	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	17	6 565	10	3 365	3	990	-	-	4	2 210	IND. MANUF. DIVERSES
TOTAL	848	587 064	502	236 744	130	169 675	16	7 280	171	144 785	TOTAL

TABLE 82 (CONT'D.) - TABLEAU 82 (SUITE)

CONTRACTING OUT CONTRATS A FORFAIT									
GROUPING	PROHIBITED TO NON-UNION EMPLOYERS		COMB. PROHIB. IF NON-UNION EMP OR LEADS TO LAYOFF		OTHER AUTRE DISPOSITIONS				GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	-	-	1	750	-	-			ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	-	-	-	-	-	-			TABAC (PRODUITS)
RUBBER AND PLASTICS	-	-	-	-	-	-			CADUTCHOUQ/PLASTIQUE
LEATHER INDUSTRIES	-	-	-	-	-	-			INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	-	-	-	-	-	-			TEXTILE
KNITTING MILLS	-	-	-	-	-	-			BONNETERIE
CLOTHING INDUSTRIES	5	11 000	3	6 100	-	-			IND. DU VETEMENT
WOOD INDUSTRIES	1	500	1	250	-	-			INDUSTRIES DU BOIS
FURNITURE AND FIXTURE	1	200	-	-	-	-			MEUBLES
PAPER AND ALLIED	2	1 390	2	1 050	-	-			PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	2	560	-	-	-	-			IMPRIM./EDIT./CONN.
PRIMARY METAL	-	-	1	300	-	-			PREM. TRANSFORM. METAUX
METAL FABRICATING	3	645	-	-	-	-			FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	-	-	-	-	-	-			MACHINERIE
TRANSPORTATION EQUIP.	5	5 265	-	-	-	-			FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	-	-	-	-	-	-			PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	1	250	-	-	-	-			PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	-	-	-	-	-	-			CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	-	-	1	320	-	-			INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	-	-	-	-	-	-			IND. MANUF. DIVERSES
TOTAL	20	19 810	9	8 770	-	-			TOTAL

TABLE 83-TABLEAU 83

REOPENER CLAUSE CLAUSE DE REOUVERTURE										
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		WAGE REOPENER CLAUSE DE REEXAMEN DES SALAIRES		WORKING CONDITIONS REOPENER		REOPENER OF BOTH WAGES AND WORK. CONDITIONS	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
MANUFACTURING										
FOOD AND BEVERAGE	114	62 817	109	59 717	5	3 100	-	-	-	-
TOBACCO PRODUCTS	9	5 085	7	3 785	2	1 300	-	-	-	-
RUBBER AND PLASTICS	26	13 300	26	13 300	-	-	-	-	-	-
LEATHER INDUSTRIES	15	5 560	14	4 720	1	840	-	-	-	-
TEXTILE INDUSTRIES	53	27 783	51	27 118	1	455	-	-	-	210
KNITTING MILLS	7	1 860	7	1 860	-	-	-	-	-	-
CLOTHING INDUSTRIES	26	36 565	24	35 405	2	1 160	-	-	-	-
WOOD INDUSTRIES	29	48 945	27	48 490	2	455	-	-	-	-
FURNITURE AND FIXTURE	13	3 950	12	3 740	1	210	-	-	-	-
PAPER AND ALLIED	123	67 125	112	59 350	9	6 630	-	-	2	1 145
PRINT/PUBLISH/ALLIED	20	9 975	17	8 830	1	245	-	-	2	900
PRIMARY METAL	61	62 145	57	56 675	3	5 255	1	215	-	-
METAL FABRICATING	78	27 475	78	27 475	-	-	-	-	-	-
MACHINERY INDUSTRIES	36	21 745	33	14 535	2	1 910	1	5 300	-	-
TRANSPORTATION EQUIP.	88	111 794	87	110 994	-	-	-	-	1	800
ELECTRICAL PRODUCTS	63	45 600	61	44 970	-	-	-	-	2	630
NONMETAL MINERAL PROD	31	12 915	31	12 915	-	-	-	-	-	-
PETROLEUM & COAL PROD	8	2 580	8	2 580	-	-	-	-	-	-
CHEMICAL & CHEM. PROD	31	13 280	30	12 755	1	525	-	-	-	-
MISC. MANUFACTURING	17	6 565	17	6 565	-	-	-	-	-	-
TOTAL	848	587 064	808	555 779	30	22 085	2	5 515	8	3 685
										TOTAL

IND. MANUFACTURIERES

ALIMENTS ET BOISSONS
TABAC (PRODUITS)
CAOUTCHOUC/PLASTIQUE
INDUSTRIES DU CUIR
TEXTILE
BONNETERIE
IND. DU VETEMENT
INDUSTRIES DU BOIS
MEUBLES
PAPIER/IND. CONNEXES
IMPRIM./EDIT./CONN.
PREM. TRANSFORM. METAUX
FABRIC.-PROD. METAUX
MACHINERIE
FABRIC D'EQUIP. TRANS.
PRODUITS ELECTRIQUES
PROD. MINIERES NON-MET.
CHARBON/PROD. PETROL.
INDUSTRIE CHIMIQUE
IND. MANUF. DIVERSES

TABLE 84-TABEAU 84

OLDER AND/OR HANDICAPPED WORKERS TRAVAILLEURS AGES ET(OU) HANDICAPES									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		TRANSFER TO MORE SUITABLE JOBS		TRANSFER TO MORE SUITABLE JOB IF AVAILABLE		RETRAINING RECYCLAGE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									GROUPES
FOOD AND BEVERAGE	114	62 817	81	40 932	15	13 725	15	7 330	IND. MANUFACTURIERES
TOBACCO PRODUCTS	9	5 085	6	3 650	3	1 435	-	-	ALIMENTS ET BOISSONS
RUBBER AND PLASTICS	26	13 300	10	4 280	11	6 460	4	2 190	TABAC (PRODUITS)
LEATHER INDUSTRIES	15	5 560	12	4 130	2	1 200	1	230	CAOUTCHOUC/PLASTIQUE
TEXTILE INDUSTRIES	53	27 783	35	16 193	9	8 885	8	2 495	INDUSTRIES DU CUIR
KNITTING MILLS	7	1 860	6	1 495	-	-	1	365	TEXTILE
CLOTHING INDUSTRIES	26	36 565	21	34 525	3	1 385	2	655	BONNETERIE
WOOD INDUSTRIES	29	48 945	25	47 115	2	1 185	2	645	IND. DU VETEMENT
FURNITURE AND FIXTURE	13	3 950	10	3 055	1	210	1	325	INDUSTRIES DU BOIS
PAPER AND ALLIED	123	67 125	101	56 250	16	8 665	6	2 210	MEUBLES
PRINT/PUBLISH/ALLIED	20	9 975	14	5 435	5	4 225	-	-	PAPIER/IND. CONNEXES
PRIMARY METAL	61	62 145	21	20 545	18	19 785	16	10 510	IMPRIM./EDIT./CONN.
METAL FABRICATING	78	27 475	49	14 600	12	6 270	10	3 055	PREM. TRANSFORM. METAUX
MACHINERY INDUSTRIES	36	21 745	21	8 815	8	8 180	7	4 750	FABRIC.-PROD. METAUX
TRANSPORTATION EQUIP.	88	111 794	48	28 404	22	32 340	16	50 120	MACHINERIE
ELECTRICAL PRODUCTS	63	45 600	32	22 750	18	12 150	12	10 330	FABRIC.D'EQUIP. TRANS.
NONMETAL MINERAL PROD	31	12 915	16	6 945	6	2 365	6	2 800	PRODUITS ELECTRIQUES
PETROLEUM & COAL PROD	8	2 580	6	1 850	1	430	1	300	PROD. MINIERES NON-MET.
CHEMICAL & CHEM. PROD	31	13 280	14	5 475	9	5 015	7	2 470	CHARBON/PROD. PETROL.
MISC. MANUFACTURING	17	6 565	9	3 125	4	1 255	4	2 185	INDUSTRIE CHIMIQUE
TOTAL	848	587 064	537	329 569	165	135 165	119	102 965	IND. MANUF. DIVERSES
								1 400	TOTAL

TABLE 84 (CONT'D.) - TABLEAU 84 (SUITE)

OLDER AND/OR HANDICAPPED WORKERS TRAVAILLEURS AGES ET(OU) HANDICAPES									
GROUPING	SPECIAL SENIORITY RIGHTS IN LAYOFF/RECALL		COMBINATION OF OTHER CATEGORIES		OTHER AUTRES DISPOSITIONS				GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	-	-	2	455	1	375			ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	-	-	-	-	-	-			TABAC (PRODUITS)
RUBBER AND PLASTICS	1	370	-	-	-	-			CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	-	-	-	-	-	-			INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	1	210	-	-	-	-			TEXTILE
KNITTING MILLS	-	-	-	-	-	-			BONNETERIE
CLOTHING INDUSTRIES	-	-	-	-	-	-			IND. DU VETEMENT
WOOD INDUSTRIES	-	-	-	-	-	-			INDUSTRIES DU BOIS
FURNITURE AND FIXTURE	-	-	-	-	1	360			MEUBLES
PAPER AND ALLIED	-	-	-	-	-	-			PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	-	-	-	-	1	315			IMPRIM./EDIT./CONN.
PRIMARY METAL	3	5 940	3	5 365	-	-			PREM. TRANSFORM. METAUX
METAL FABRICATING	2	695	3	1 180	1	275			FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	-	-	-	-	-	-			MACHINERIE
TRANSPORTATION EQUIP.	2	930	1	370	-	-			FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	-	-	-	-	-	-			PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	-	-	-	-	3	805			PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	-	-	-	-	-	-			CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	-	-	-	-	1	320			INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	-	-	-	-	-	-			IND. MANUF. DIVERSES
TOTAL	9	8 145	9	7 370	8	2 450			TOTAL

TABLE 85 (CONT'D.) - TABLEAU 85 (SUITE)

REGIME D'ASSURANCE-MALADIE DE BASE - CONTRIBUTION DE L'EMPLOYEUR BASIC MEDICARE - EMPLOYER'S CONTRIBUTION									
GROUPING	MORE THAN 50 LESS THAN 66 2/3 PERCENT		50 PERCENT OR LESS		FLAT AMOUNT MONTANT FIXE		PERCENTAGE OF EMPLOYEE PAYROLL		OTHER: INCLUDES NO DETAILS AUTRES: COMPREND AUCUN DETAIL
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	-	-	4	1 290	4	3 022	-	-	8 110
TOBACCO PRODUCTS	-	-	-	-	-	-	-	-	250
RUBBER AND PLASTICS	-	-	-	-	-	-	-	-	1 900
LEATHER INDUSTRIES	-	-	1	300	2	435	-	-	1 240
TEXTILE INDUSTRIES	-	-	4	1 305	3	1 318	-	-	1 085
KNITTING MILLS	-	-	1	220	-	-	-	-	-
CLOTHING INDUSTRIES	-	-	1	210	3	2 765	6	12 800	1 975
WOOD INDUSTRIES	-	-	-	-	3	740	-	-	-
FURNITURE AND FIXTURE	-	-	1	325	2	525	-	-	-
PAPER AND ALLIED	-	-	1	275	28	17 880	-	-	3 575
PRINT/PUBLISH/ALLIED	-	-	-	-	8	5 475	-	-	230
PRIMARY METAL	-	-	1	950	-	-	-	-	3 745
METAL FABRICATING	-	-	-	-	1	330	-	-	1 300
MACHINERY INDUSTRIES	-	-	-	-	-	-	-	-	6 610
TRANSPORTATION EQUIP.	1	255	2	1 000	8	7 785	-	-	5 485
ELECTRICAL PRODUCTS	1	265	2	725	2	800	-	-	2 220
NONMETAL MINERAL PROD	-	-	-	-	3	1 010	-	-	-
PETROLEUM & COAL PROD	-	-	-	-	-	-	-	-	-
CHEMICAL & CHEM. PROD	1	820	1	320	2	400	-	-	740
MISC. MANUFACTURING	1	500	1	205	1	250	-	-	200
TOTAL	4	1 840	20	7 125	70	42 745	6	12 800	38 665
									TOTAL

TABLE 86-TABLEAU 86

REGIME D'ASSURANCE-MALADIE COMPLEMENTAIRE - CONTRIBUTION DE L'EMPLOYEUR												EXTENDED HEALTH BENEFITS - EMPLOYER'S CONTRIBUTION											
	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		100 PERCENT 100 POURCENT		75 TO 99 PERCENT 75 A 99 POURCENT		66 2/3 TO 74 PERCENT 66 2/3 A 74 POURCENT														
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV													
GROUPING											GROUPE												
MANUFACTURING											IND. MANUFACTURIERES												
FOOD AND BEVERAGE	114	62 817	19	6 115	49	23 335	7	5 680	2	1 325	ALIMENTS ET BOISSONS												
TOBACCO PRODUCTS	9	5 085	1	470	5	2 940	-	-	-	-	TABAC (PRODUITS)												
RUBBER AND PLASTICS	26	13 300	5	2 515	16	8 980	-	-	-	-	CAOUTCHOUC/PLASTIQUE												
LEATHER INDUSTRIES	15	5 560	1	235	6	2 190	-	-	-	-	INDUSTRIES DU CUIR												
TEXTILE INDUSTRIES	53	27 783	8	3 595	14	8 820	4	1 155	2	505	TEXTILE												
KNITTING MILLS	7	1 860	2	575	2	595	-	-	-	-	BONNETERIE												
CLOTHING INDUSTRIES	26	36 565	4	1 720	3	1 285	2	2 300	-	-	IND. DU VETEMENT												
WOOD INDUSTRIES	29	48 945	2	500	19	46 160	1	225	-	-	INDUSTRIES DU BOIS												
FURNITURE AND FIXTURE	13	3 950	2	625	4	1 495	1	360	-	-	MEUBLES												
PAPER AND ALLIED	123	67 125	5	1 650	70	37 890	5	3 410	-	-	PAPIER/IND. CONNEXES												
PRINT/PUBLISH/ALLIED	20	9 975	1	315	7	3 690	-	-	-	-	IMPRIM./EDIT./CONN.												
PRIMARY METAL	61	62 145	3	1 350	33	39 625	4	1 245	-	-	PREM. TRANSFORM. METAUX												
METAL FABRICATING	78	27 475	10	2 820	46	16 935	7	2 130	1	200	FABRIC.-PROD. METAUX												
MACHINERY INDUSTRIES	36	21 745	3	1 385	24	12 195	1	315	-	-	MACHINERIE												
TRANSPORTATION EQUIP.	88	111 794	8	3 619	55	79 785	2	1 350	-	-	FABRIC.D'EQUIP. TRANS.												
ELECTRICAL PRODUCTS	63	45 600	8	3 845	34	24 940	3	645	1	1 700	PRODUITS ELECTRIQUES												
NONMETAL MINERAL PROD	31	12 915	-	-	23	10 085	3	1 270	-	-	PROD. MINIER NON-MET.												
PETROLEUM & COAL PROD	8	2 580	6	1 955	-	-	1	325	-	-	CHARBON/PROD. PETROL.												
CHEMICAL & CHEM. PROD	31	13 280	8	3 115	9	3 100	1	1 805	-	-	INDUSTRIE CHIMIQUE												
MISC.MANUFACTURING	17	6 565	2	405	10	3 275	2	2 075	-	-	IND. MANUF. DIVERSES												
TOTAL	848	587 064	98	36 809	429	327 380	45	24 290	7	3 930	TOTAL												

TABLE 86 (CONT'D.) - TABLEAU 86 (SUITE)

EXTENDED HEALTH BENEFITS - EMPLOYER'S CONTRIBUTION REGIME D'ASSURANCE-MALADIE COMPLEMENTAIRE - CONTRIBUTION DE L'EMPLOYEUR										
GROUPING	MORE THAN 50 LESS THAN 66 2/3 PERCENT		50 PERCENT OR LESS		FLAT AMOUNT MONTANT FIXE		PERCENTAGE OF EMPLOYEE PAYROLL		OTHER: INCLUDES NO DETAILS	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
MANUFACTURING										
FOOD AND BEVERAGE	-	-	9	7 195	10	5 497	-	-	18	13 670
TOBACCO PRODUCTS	-	-	-	-	1	1 055	-	-	2	620
RUBBER AND PLASTICS	-	-	-	-	1	295	-	-	3	1 310
LEATHER INDUSTRIES	-	-	5	1 595	1	250	2	1 290	-	-
TEXTILE INDUSTRIES	-	-	5	1 725	10	3 323	-	-	10	8 660
KNITTING MILLS	-	-	2	480	-	-	-	-	-	-
CLOTHING INDUSTRIES	-	-	1	255	2	1 665	12	26 940	2	2 400
WOOD INDUSTRIES	-	-	2	830	4	945	-	-	1	285
FURNITURE AND FIXTURE	-	-	2	535	3	735	1	200	-	-
PAPER AND ALLIED	-	-	2	520	36	21 415	-	-	5	2 240
PRINT/PUBLISH/ALLIED	1	270	-	-	8	5 060	-	-	3	640
PRIMARY METAL	-	-	4	3 970	10	9 970	-	-	7	5 985
METAL FABRICATING	1	725	3	1 105	3	930	-	-	7	2 570
MACHINERY INDUSTRIES	-	-	3	500	1	500	-	-	6	850
TRANSPORTATION EQUIP.	1	255	3	1 895	12	13 360	-	-	7	11 530
ELECTRICAL PRODUCTS	3	975	3	1 015	2	1 100	-	-	10	11 380
NONMETAL MINERAL PROD	-	-	-	-	4	1 260	-	-	1	300
PETROLEUM & COAL PROD	-	-	-	-	-	-	-	-	1	300
CHEMICAL & CHEM. PROD	-	-	1	850	5	1 730	-	-	5	2 680
MISC. MANUFACTURING	-	-	-	-	2	510	-	-	1	300
TOTAL	6	2 225	43	22 470	115	69 600	16	28 640	89	71 720
										IND. MANUFACTURIERES
										ALIMENTS ET BOISSONS
										TABAC (PRODUITS)
										CAOUTCHOUC/PLASTIQUE
										INDUSTRIES DU CUIR
										TEXTILE
										BONNETERIE
										IND. DU VETEMENT
										INDUSTRIES DU BOIS
										MEUBLES
										PAPIER/IND. CONNEXES
										IMPRIM./EDIT./CONN.
										PREM. TRANSFORM. METAUX
										FABRIC.-PROD. METAUX
										MACHINERIE
										FABRIC.D'EQUIP. TRANS.
										PRODUITS ELECTRIQUES
										PROD. MINERS NON-MET.
										CHARBON/PROD. PETROL.
										INDUSTRIE CHIMIQUE
										IND. MANUF. DIVERSES
										TOTAL

TABLE 87-TABLEAU 87

DENTAL PLAN - EMPLOYER'S CONTRIBUTION									
REGIME DE SOINS DENTAIRES - CONTRIBUTIONS DE L'EMPLOYEUR									
ALL AGREEMENTS TOUTES LES CONVENTIONS	NO PROVISION AUCUNE DISPOSITION		100 PERCENT		75 TO 99 PERCENT		66 2/3 TO 74 PERCENT		GROUP
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									
FOOD AND BEVERAGE	114	62 817	43	21 487	44	23 170	11	7 415	IND. MANUFACTURIERES
TOBACCO PRODUCTS	9	5 085	4	2 435	4	2 415	1	235	ALIMENTS ET BOISSONS TABAC (PRODUITS)
RUBBER AND PLASTICS	26	13 300	12	4 480	9	6 755	-	-	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	15	5 560	11	3 710	3	1 550	-	-	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	53	27 783	45	20 838	6	5 900	1	670	TEXTILE
KNITTING MILLS	7	1 860	6	1 635	-	-	-	-	BONNETERIE
CLOTHING INDUSTRIES	26	36 565	23	23 065	1	500	-	-	IND. DU VETEMENT
WOOD INDUSTRIES	29	48 945	10	2 720	19	46 225	-	-	INDUSTRIES DU BOIS
FURNITURE AND FIXTURE	13	3 950	9	2 365	3	1 225	-	-	MEUBLES
PAPER AND ALLIED	123	67 125	43	16 790	52	30 350	5	1 925	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	20	9 975	7	2 250	3	955	-	-	IMPRIM./EDIT./CONN.
PRIMARY METAL	61	62 145	23	13 725	19	14 500	2	1 350	PREM. TRANSFORM. METAUX
METAL FABRICATING	78	27 475	42	12 850	25	8 510	2	770	FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	36	21 745	20	9 665	12	10 505	-	-	MACHINERIE
TRANSPORTATION EQUIP.	88	111 794	33	21 545	40	78 915	1	1 700	FABRIC. D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	63	45 600	27	13 125	21	18 675	5	3 020	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	31	12 915	16	6 435	9	4 375	2	1 050	PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	8	2 580	6	2 050	-	-	1	325	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	31	13 280	20	8 270	6	3 295	1	290	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	17	6 565	10	3 655	6	2 110	-	-	IND. MANUF. DIVERSES
TOTAL	848	587 064	410	193 095	282	259 970	32	18 750	TOTAL

TABLE 87 (CONT'D.) - TABLEAU 87 (SUITE)

DENTAL PLAN - EMPLOYER'S CONTRIBUTION RÉGIME DE SOINS DENTAIRES - CONTRIBUTIONS DE L'EMPLOYEUR									
GROUPING	MORE THAN 50 LESS THAN 66 2/3 PERCENT		50 PERCENT OR LESS		FLAT AMOUNT		PERCENTAGE OF EMPLOYEE PAYROLL		OTHER INCLUDES NO DETAILS AUTRES: COMPREND AUCUN DETAIL
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIÈRES
FOOD AND BEVERAGE	1	230	3	1 070	3	1 535	2	560	7 350
TOBACCO PRODUCTS	-	-	-	-	-	-	-	-	-
RUBBER AND PLASTICS	-	-	1	610	1	500	-	-	955
LEATHER INDUSTRIES	-	-	-	-	-	-	-	-	300
TEXTILE INDUSTRIES	-	-	1	375	-	-	-	-	-
KNITTING MILLS	-	-	1	225	-	-	-	-	-
CLOTHING INDUSTRIES	-	-	-	-	-	-	-	-	-
WOOD INDUSTRIES	-	-	-	-	2	13 000	-	-	-
FURNITURE AND FIXTURE	-	-	1	360	-	-	-	-	-
PAPER AND ALLIED	1	215	-	-	19	16 795	-	-	-
PRINT/PUBLISH/ALLIED	-	-	3	1 805	5	2 565	-	-	480
PRIMARY METAL	3	1 825	-	-	5	6 805	-	-	2 400
METAL FABRICATING	-	-	2	655	2	1 640	-	-	7 510
MACHINERY INDUSTRIES	-	-	-	-	-	-	-	-	2 850
TRANSPORTATION EQUIP.	-	-	5	5 644	4	2 140	-	-	1 575
ELECTRICAL PRODUCTS	1	450	3	2 310	1	500	-	-	1 850
NONMETAL MINERAL PROD	-	-	2	500	1	340	-	-	7 520
PETROLEUM & COAL PROD	-	-	-	-	-	-	-	-	215
CHEMICAL & CHEM. PROD	1	435	-	-	-	-	-	-	205
MISC. MANUFACTURING	-	-	1	800	-	-	-	-	990
TOTAL	7	3 155	23	14 354	43	45 820	2	560	45 48 200
									TOTAL

TABLE 88-TABEAU 88

DUREE DE LA PERIODE DE VERSEMENT DES INDEMNITES HEBDOMADAIRES									
DURATION OF SICKNESS WEEKLY INDEMNITY									
GROUPING	ALL AGREEMENTS		NO PROVISION		14 WEEKS OR LESS		15 WEEKS		16 TO 25 WEEKS 16 A 25 SEMAINES
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	20	6 790	3	1 050	2	2 550	1 340
TOBACCO PRODUCTS	9	5 085	-	-	1	470	-	-	-
RUBBER AND PLASTICS	26	13 300	4	1 560	-	-	1	500	275
LEATHER INDUSTRIES	15	5 560	2	845	1	300	4	855	240
TEXTILE INDUSTRIES	53	27 783	9	4 635	3	1 095	6	1 705	-
KNITTING MILLS	7	1 860	2	560	-	-	3	810	-
CLOTHING INDUSTRIES	26	36 565	7	2 380	2	10 000	3	1 225	1 100
WOOD INDUSTRIES	29	48 945	4	1 365	-	-	-	-	-
FURNITURE & FIXTURES	13	3 950	3	760	-	-	-	-	-
PAPER AND ALLIED	123	67 125	4	1 055	2	790	-	-	-
PRINT/PUBLISH/ALLIED	20	9 975	6	2 165	1	700	-	-	-
PRIMARY METAL	61	62 145	6	2 645	-	-	1	790	245
METAL FABRICATING	78	27 475	7	1 995	-	-	1	480	275
MACHINERY INDUSTRIES	36	21 745	6	2 515	-	-	1	375	450
TRANSPORTATION EQUIP.	88	111 794	8	6 450	5	2 650	-	-	205
ELECTRICAL PRODUCTS	63	45 600	9	6 000	1	200	2	1 275	-
NONMETAL MINERAL PROD	31	12 915	1	550	-	-	1	230	205
PETROLEUM & COAL PROD	8	2 580	7	2 280	-	-	-	-	-
CHEMICAL & CHEM. PROD	31	13 280	7	2 540	1	500	-	-	-
MISC. MANUFACTURING	17	6 565	3	610	-	-	1	260	450
TOTAL	848	587 064	115	47 700	20	17 755	26	11 055	4 785
									TOTAL

TABLE 88 (CONT'D.) - TABLEAU 88 (SUITE)

DUREE DE LA PERIODE DE VERSEMENT DES INDEMNITES HEBDOMADAIRES DURATION OF SICKNESS WEEKLY INDEMNITY									
GROUPING	26 WEEKS 26 SEMAINES		27 TO 51 WEEKS 27 A 51 SEMAINES		52 WEEKS 52 SEMAINES		MORE THAN 52 WEEKS PLUS DE 52 SEMAINES		OTHER: INCLUDES NO DETAILS AUTRES: COMPEND AUCUN DETAIL
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	31	18 145		2 955	17	15 735		28	13 847
TOBACCO PRODUCTS	1	540	9	235	2	1 710	2	4	2 130
RUBBER AND PLASTICS	5	1 335	1	500	10	7 345	-	3	1 785
LEATHER INDUSTRIES	2	1 180	2	-	2	600	-	3	1 540
TEXTILE INDUSTRIES	15	6 048	2	910	3	3 550	-	15	9 840
KNITTING MILLS	-	-	-	-	-	-	-	2	490
CLOTHING INDUSTRIES	1	255	-	-	-	-	-	12	21 605
WOOD INDUSTRIES	3	1 400	1	205	17	44 915	1	3	700
FURNITURE & FIXTURES	3	815	1	630	1	375	-	5	1 370
PAPER AND ALLIED	7	2 920	3	1 125	91	54 790	3	13	5 420
PRINT/PUBLISH/ALLIED	4	3 195	-	-	1	1 350	-	7	2 320
PRIMARY METAL	14	11 605	2	1 615	21	19 030	-	16	26 185
METAL FABRICATING	36	10 970	3	665	12	4 855	3	15	5 800
MACHINERY INDUSTRIES	13	6 650	5	2 205	9	4 350	-	2	5 650
TRANSPORTATION EQUIP.	17	12 234	4	1 070	35	74 705	-	18	14 480
ELECTRICAL PRODUCTS	19	15 590	6	1 840	11	10 650	2	13	8 960
NONMETAL MINERAL PROD	15	6 660	2	870	4	2 210	1	6	1 975
PETROLEUM & COAL PROD	-	-	-	-	-	-	-	1	300
CHEMICAL & CHEM. PROD	8	2 905	3	1 360	3	955	1	8	4 640
MISC. MANUFACTURING	6	2 230	2	560	2	1 905	-	2	550
TOTAL	200	104 677	46	16 745	241	249 030	13	176	129 587

TABLE 89-TABLEAU 89

AMOUNT OF SICKNESS WEEKLY INDEMNITY MONTANT DE L'INDEMNITE HEBDOMADAIRE											
	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		100 DOLLARS OR LESS PER WEEK 100 DOLLARS OU MOINS PAR SEMAINE		101 TO 150 DOLLARS PER WEEK 101 A 150 DOLLARS PAR SEMAINE		151 TO 175 DOLLARS PER WEEK 151 A 175 DOLLARS PAR SEMAINE		
GROUPING	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	GROUPE
MANUFACTURING											IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	20	6 790	2	670	9	8 365	11	3 475	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	9	5 085	-	-	1	540	-	-	-	-	TABAC (PRODUITS)
RUBBER AND PLASTICS	26	13 300	4	1 150	2	530	3	785	13	9 405	CACOUTCHOUQ/PLASTIQUE
LEATHER INDUSTRIES	15	5 560	3	1 145	1	300	2	450	3	1 480	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	53	27 783	12	5 770	11	4 008	3	875	2	510	TEXTILE
KNITTING MILLS	7	1 860	2	560	-	-	1	225	1	220	BONNETERIE
CLOTHING INDUSTRIES	26	36 565	8	2 880	11	30 215	2	930	1	1 300	IND. DU VETEMENT
WOOD INDUSTRIES	29	48 945	3	925	1	250	2	510	2	645	INDUSTRIES DU BOIS
FURNITURE & FIXTURES	13	3 950	4	1 085	-	-	2	955	2	490	MEUBLES
PAPER AND ALLIED	123	67 125	3	750	2	900	4	3 375	6	1 740	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	20	9 975	5	1 865	-	-	-	-	-	-	IMPRIM./EDIT./CONN.
PRIMARY METAL	61	62 145	5	2 145	3	905	4	3 345	9	23 310	PREM. TRANSFORM. METAUX
METAL FABRICATING	78	27 475	6	1 695	2	415	17	5 175	7	2 865	FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	36	21 745	5	1 600	2	565	5	2 080	3	1 760	MACHINERIE
TRANSPORTATION EQUIP.	88	111 794	7	3 150	5	1 980	13	6 645	11	4 985	FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	63	45 600	5	2 290	2	775	4	1 730	8	3 540	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	31	12 915	1	345	-	-	7	2 995	5	1 540	PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	8	2 580	7	2 280	-	-	-	-	-	-	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	31	13 280	7	2 540	-	-	-	-	3	880	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	17	6 565	3	610	1	200	1	260	1	260	IND. MANUF. DIVERSES
TOTAL	848	587 064	110	39 575	46	42 253	79	38 700	88	58 405	TOTAL

TABLE 89 (CONT'D.) - TABLEAU 89 (SUITE)

AMOUNT OF SICKNESS WEEKLY INDEMNITY MONTANT DE L'INDEMNITE HEBDOMADAIRE									
GROUPING	176 DOLLARS OR MORE PER WEEK		74 PERCENT OR LESS PER WEEK		75 PERCENT OR MORE PER WEEK		OTHER: INCLUDES NO DETAILS		AGMTS CONV
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
176 DOLLARS OR PLUS PAR SEMAINE	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	GROUPE
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	13	16 515	29	12 970	8	2 455	22	11 567	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	-	-	1	470	3	1 945	4	2 130	TABAC (PRODUITS)
RUBBER AND PLASTICS	-	-	2	885	-	-	2	545	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	-	-	4	895	-	-	2	1 290	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	3	2 815	15	6 220	1	1 460	6	6 125	TEXTILE
KNITTING MILLS	-	-	-	-	-	-	3	855	BONNETERIE
CLOTHING INDUSTRIES	-	-	1	300	-	-	3	940	IND. DU VETEMENT
WOOD INDUSTRIES	15	44 720	4	1 265	-	-	2	630	INDUSTRIES DU BOIS
FURNITURE & FIXTURES	-	-	4	375	-	-	4	1 045	MEUBLES
PAPER AND ALLIED	35	20 220	57	33 285	4	1 350	12	5 505	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	3	3 400	4	2 450	2	470	6	1 790	IMPRIM./EDIT./CONN.
PRIMARY METAL	19	16 855	11	5 705	-	-	10	9 880	PREM. TRANSFORM. METAUX
METAL FABRICATING	14	7 450	20	6 170	1	495	11	3 210	FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	5	9 800	12	4 650	1	220	3	1 070	MACHINERIE
TRANSPORTATION EQUIP.	26	73 449	11	9 415	1	650	14	11 520	FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	3	2 895	23	21 395	4	1 920	14	11 055	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	7	2 680	6	3 155	2	1 000	3	1 200	PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	-	-	-	-	-	-	1	300	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	7	4 145	4	1 405	3	1 290	7	3 020	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	3	1 430	4	1 840	2	1 515	2	450	IND. MANUF. DIVERSES
TOTAL	153	206 374	209	112 850	32	14 780	131	74 127	TOTAL

TABLE 90-TABLEAU 90

DAYS OF PAID SICK LEAVE (PER YEAR) JOURS DE MALADIE PAYES (PAR ANNEE)										
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		LESS THAN 10 DAYS MOINS DE 10 JOURS		10 DAYS 10 JOURS		11 TO 14 DAYS 11 A 14 JOURS	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
MANUFACTURING										
IND. MANUFACTURIERES										
FOOD AND BEVERAGE	114	62 817	65	44 265	35	14 477	3	680	4	1 310
TOBACCO PRODUCTS	9	5 085	8	4 545	1	540	-	-	-	-
RUBBER AND PLASTICS	26	13 300	26	13 300	-	-	-	-	-	-
LEATHER INDUSTRIES	15	5 560	15	5 560	-	-	-	-	-	-
TEXTILE INDUSTRIES	53	27 783	53	27 783	-	-	-	-	-	-
KNITTING MILLS	7	1 860	6	1 495	-	-	-	-	1	365
CLOTHING INDUSTRIES	26	36 565	25	36 325	-	-	-	-	-	-
WOOD INDUSTRIES	29	48 945	29	48 945	-	-	-	-	-	-
FURNITURE & FIXTURES	13	3 950	13	3 950	-	-	-	-	-	-
PAPER AND ALLIED	123	67 125	111	59 540	7	5 105	-	-	2	1 000
PRINT/PUBLISH/ALLIED	20	9 975	14	7 460	-	-	1	200	1	700
PRIMARY METAL	61	62 145	56	54 820	-	-	1	1 840	2	4 725
METAL FABRICATING	78	27 475	73	25 290	3	1 075	-	-	1	210
MACHINERY INDUSTRIES	36	21 745	35	20 830	-	-	-	-	-	-
TRANSPORTATION EQUIP.	88	111 794	71	74 889	7	5 925	2	1 190	-	-
ELECTRICAL PRODUCTS	63	45 600	53	36 885	2	1 445	-	-	2	975
NONMETAL MINERAL PROD	31	12 915	30	12 665	-	-	-	-	1	250
PETROLEUM & COAL PROD	8	2 580	7	2 375	-	-	-	-	-	-
CHEMICAL & CHEM. PROD	31	13 280	25	9 315	1	550	-	-	1	530
MISC. MANUFACTURING	17	6 565	16	6 325	1	240	-	-	-	-
TOTAL	848	587 064	731	496 562	57	29 357	7	3 910	15	10 065
										TOTAL

TABLE 90 (CONT'D.) - TABLEAU 90 (SUITE)

DAYS OF PAID SICK LEAVE (PER YEAR) JOURS DE MALADIE PAYES (PAR ANNEE)									
GROUPING	15 DAYS 15 JOURS		16 TO 19 DAYS 16 A 19 JOURS		20 DAYS 20 JOURS		21 OR MORE DAYS 21 JOURS OU PLUS		OTHER: INCLUDES NO DETAILS AUTRES: COMPREND AUCUN DETAIL
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	1	375	-	-	-	-	1	330	5
TOBACCO PRODUCTS	-	-	-	-	-	-	-	-	-
RUBBER AND PLASTICS	-	-	-	-	-	-	-	-	-
LEATHER INDUSTRIES	-	-	-	-	-	-	-	-	-
TEXTILE INDUSTRIES	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-
CLOTHING INDUSTRIES	-	-	-	-	-	-	-	-	-
WOOD INDUSTRIES	-	-	-	-	-	-	-	-	-
FURNITURE & FIXTURES	-	-	-	-	-	-	-	-	-
PAPER AND ALLIED	-	-	-	-	-	-	-	-	-
PRINT/PUBLISH/ALLIED	-	-	-	-	-	-	-	-	-
PRIMARY METAL	1	530	-	-	-	-	1	245	3
METAL FABRICATING	-	-	-	-	-	-	-	-	-
MACHINERY INDUSTRIES	-	-	-	-	1	915	-	-	-
TRANSPORTATION EQUIP.	-	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	3	3 370	2	430	7
NONMETAL MINERAL PROD	-	-	-	-	-	-	-	905	1
PETROLEUM & COAL PROD	-	-	-	-	-	-	-	-	-
CHEMICAL & CHEM. PROD	1	260	-	-	-	-	-	-	-
MISC. MANUFACTURING	-	-	-	-	-	-	-	-	-
TOTAL	3	1 165	-	-	4	4 285	5	1 910	26
									39 810
									TOTAL

IND. MANUFACTURIERES
ALIMENTS ET BOISSONS
TABAC (PRODUITS)
CAOUTCHOUC/PLASTIQUE
INDUSTRIES DU CUIR
TEXTILE
BONNETERIE
IND. DU VETEMENT
INDUSTRIES DU BOIS
MEUBLES
PAPIER/IND. CONNEXES
IMPRIM./EDIT./CONN.
PREM. TRANSFORM. METAUX
FABRIC.-PROD. METAUX
MACHINERIE
FABRIC.D'EQUIP. TRANS.
PRODUITS ELECTRIQUES
PROD. MINIERES NON-MET.
CHARBON/PROD. PETROL.
INDUSTRIE CHIMIQUE
IND. MANUF. DIVERSES

TABLE 91-TABEAU 91

ACCUMULATION OF UNUSED DAYS OF SICK LEAVE ACCUMULATION DES JOURS DECONGE-MALADIE INUTILISES									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		LESS THAN 100 DAYS MOINS DE 100 JOURS		100 TO 149 DAYS 100 A 149 JOURS		150 TO 199 DAYS 150 A 199 JOURS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									GROUPE
FOOD AND BEVERAGE	114	62 817	86	53 272	22	7 720	-	-	IND. MANUFACTURIERES
TOBACCO PRODUCTS	9	5 085	9	5 085	-	-	-	-	ALIMENTS ET BOISSONS
RUBBER AND PLASTICS	26	13 300	26	13 300	-	-	-	-	TABAC (PRODUITS)
LEATHER INDUSTRIES	15	5 560	15	5 560	-	-	-	-	CAOUTCHOUC/PLASTIQUE
TEXTILE INDUSTRIES	53	27 783	53	27 783	-	-	-	-	INDUSTRIES DU CUIR
KNITTING MILLS	7	1 860	6	1 495	-	-	-	-	TEXTILE
CLOTHING INDUSTRIES	26	36 565	25	36 325	-	-	-	-	BONNETERIE
WOOD INDUSTRIES	29	48 945	29	48 945	-	-	-	-	IND. DU VETEMENT
FURNITURE & FIXTURES	13	3 950	13	3 950	-	-	-	-	INDUSTRIES DU BOIS
PAPER AND ALLIED	123	67 125	117	62 540	4	3 975	-	-	MEUBLES
PRINT/PUBLISH/ALLIED	20	9 975	16	8 390	-	-	-	-	PAPIER/IND. CONNEXES
PRIMARY METAL	61	62 145	56	55 855	3	5 025	-	-	IMPRIM./EDIT./CONN.
METAL FABRICATING	78	27 475	76	26 860	1	210	-	-	PREM. TRANSFORM. METAUX
MACHINERY INDUSTRIES	36	21 745	36	21 745	-	-	-	-	FABRIC.-PROD. METAUX
TRANSPORTATION EQUIP.	88	111 794	75	76 669	5	2 125	-	-	MACHINERIE
ELECTRICAL PRODUCTS	63	45 600	58	41 040	2	975	-	-	FABRIC.-D'EQUIP. TRANS.
NONMETAL MINERAL PROD	31	12 915	30	12 665	1	250	-	-	PRODUITS ELECTRIQUES
PETROLEUM & COAL PROD	8	2 580	8	2 580	-	-	-	-	PROD. MINIERES NON-MET.
CHEMICAL & CHEM. PROD	31	13 280	27	10 345	-	-	-	-	CHARBON/PROD. PETROL.
MISC. MANUFACTURING	17	6 565	16	6 325	-	-	-	-	INDUSTRIE CHIMIQUE
TOTAL	848	587 064	777	520 729	38	20 280	-	-	IND. MANUF. DIVERSES
							2	625	TOTAL

TABLE 91 (CONT'D.) - TABLEAU 91 (SUITE)

ACCUMULATION OF UNUSED DAYS OF SICK LEAVE ACCUMULATION DES JOURS DECONGE-MALADIE INUTILISÉS									
GROUPING	200 DAYS 200 JOURS		MORE THAN 200 DAYS PLUS DE 200 JOURS		INDEFINITE NOMBRE INDEFINI		OTHER: INCLUDES NO DETAILS AUTRES: COMPREND AUCUN DETAIL		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	-	-	-	-	6	1 825	-	-	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	-	-	-	-	-	-	-	-	TABAC (PRODUITS)
RUBBER AND PLASTICS	-	-	-	-	-	-	-	-	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	-	-	-	-	-	-	-	-	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	-	-	-	-	-	-	-	-	TEXTILE
KNITTING MILLS	-	-	-	-	1	365	-	-	BONNETERIE
CLOTHING INDUSTRIES	-	-	-	-	-	-	1	240	IND. DU VETEMENT
WOOD INDUSTRIES	-	-	-	-	-	-	-	-	INDUSTRIES DU BOIS
FURNITURE & FIXTURES	-	-	-	-	-	-	-	-	MEUBLES
PAPER AND ALLIED	-	-	-	-	-	-	1	230	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	-	-	-	-	1	840	2	500	IMPRIM./EDIT./CONN.
PRIMARY METAL	-	-	-	-	1	530	1	735	PREM. TRANSFORM. METAUX
METAL FABRICATING	-	-	-	-	1	405	-	-	FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	-	-	-	-	-	-	-	-	MACHINERIE
TRANSPORTATION EQUIP.	-	-	-	-	-	-	8	33 000	FABRIC. D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	-	-	-	-	-	-	3	3 585	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	-	-	-	-	-	-	-	-	PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	-	-	-	-	-	-	-	-	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	-	-	-	-	2	1 075	2	1 860	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	-	-	-	-	1	240	-	-	IND. MANUF. DIVERSES
TOTAL	-	-	-	-	13	5 280	18	40 150	TOTAL

TABLE 92-TABLEAU 92

REIMBURSEMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT REMBOURSEMENT DES CONGES DE MALADIE NON UTILISES AU MOMENT DE LA CESSATION D'EMPLOI											
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		UNUSED LEAVE NOT PAID CONGES NON UTILISES NON REMBOURSES		ALL UNUSED LEAVE IS PAID TOUS LES CONGES NON UTILISES SONT REMBOURSES		FRACTION OF LEAVE IS PAID UNE PARTIE DES CONGES EST REMBOURSEE		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
MANUFACTURING											IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	98	57 352	3	905	10	3 685	2	525	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	9	5 085	9	5 085	-	-	-	-	-	-	TABAC (PRODUITS)
RUBBER AND PLASTICS	26	13 300	26	13 300	-	-	-	-	-	-	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	15	5 560	15	5 560	-	-	-	-	-	-	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	53	27 783	53	27 783	-	-	-	-	-	-	TEXTILE
KNITTING MILLS	7	1 860	6	1 495	-	-	1	365	-	-	BONNETERIE
CLOTHING INDUSTRIES	26	36 565	26	36 565	-	-	-	-	-	-	IND. DU VETEMENT
WOOD INDUSTRIES	29	48 945	29	48 945	-	-	-	-	-	-	INDUSTRIES DU BOIS
FURNITURE & FIXTURES	13	3 950	13	3 950	-	-	-	-	-	-	MEUBLES
PAPER AND ALLIED	123	67 125	122	65 875	-	-	-	-	1	1 250	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	20	9 975	19	9 135	1	840	-	-	-	-	IMPRIM./EDIT./CONN.
PRIMARY METAL	61	62 145	61	62 145	-	-	-	-	-	-	PREM. TRANSFORM. METAUX
METAL FABRICATING	78	27 475	77	27 070	-	-	1	405	-	-	FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	36	21 745	36	21 745	-	-	-	-	-	-	MACHINERIE
TRANSPORTATION EQUIP.	88	111 794	83	106 914	1	245	4	4 635	-	-	FABRIC. D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	63	45 600	61	44 140	-	-	-	-	1	1 060	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	31	12 915	31	12 915	-	-	-	-	-	-	PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	8	2 580	8	2 580	-	-	-	-	-	-	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	31	13 280	30	12 730	-	-	1	550	-	-	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	17	6 565	17	6 565	-	-	-	-	-	-	IND. MANUF. DIVERSES
TOTAL	848	587 064	820	571 849	5	1 990	17	9 640	4	2 835	TOTAL

TABLE 92 (CONT'D.)-TABLEAU 92 (SUITE)

REIMBURSEMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT REMBOURSEMENT DES CONGES DE MALADIE NON UTILISES AU MOMENT DE LA CESSATION D'EMPLOI										
GROUPING	MAX. DAYS PAID VARIES WITH SENIORITY	MAX. DAYS VARY WITH CATEGORY OF EMPLOYEE	NOT SPECIFIED OR UNABLE TO DETERMINE	OTHER		AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
	NBRE MAX DE JRS REMB VARIE SELON L'ANCIENNETE	NBRE MAX DE JRS REMB VARIE SELON CATEGORIE D'EMPL	NON PRECISE OU IMPOSSIBLE A DETERMINER	AUTRES DISPOSITIONS						
GROUPING	AGMTS CONV	AGMTS CONV	AGMTS CONV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	GROUPE		
MANUFACTURING								IND. MANUFACTURIERES		
FOOD AND BEVERAGE	1	350	-	-	-	-	-	ALIMENTS ET BOISSONS		
TOBACCO PRODUCTS	-	-	-	-	-	-	-	TABAC (PRODUITS)		
RUBBER AND PLASTICS	-	-	-	-	-	-	-	CAOUTCHOUC/PLASTIQUE		
LEATHER INDUSTRIES	-	-	-	-	-	-	-	INDUSTRIES DU CUIR		
TEXTILE INDUSTRIES	-	-	-	-	-	-	-	TEXTILE		
KNITTING MILLS	-	-	-	-	-	-	-	BONNETERIE		
CLOTHING INDUSTRIES	-	-	-	-	-	-	-	IND. DU VETEMENT		
WOOD INDUSTRIES	-	-	-	-	-	-	-	INDUSTRIES DU BOIS		
FURNITURE & FIXTURES	-	-	-	-	-	-	-	MEUBLES		
PAPER AND ALLIED	-	-	-	-	-	-	-	PAPIER/IND. CONNEXES		
PRINT/PUBLISH/ALLIED	-	-	-	-	-	-	-	IMPRIM./EDIT./CONN.		
PRIMARY METAL	-	-	-	-	-	-	-	PREM. TRANSFORM. METAUX		
METAL FABRICATING	-	-	-	-	-	-	-	FABRIC.-PROD. METAUX		
MACHINERY INDUSTRIES	-	-	-	-	-	-	-	MACHINERIE		
TRANSPORTATION EQUIP.	-	-	-	-	-	-	-	FABRIC.D'EQUIP. TRANS.		
ELECTRICAL PRODUCTS	1	400	-	-	-	-	-	PRODUITS ELECTRIQUES		
NONMETAL MINERAL PROD	-	-	-	-	-	-	-	PROD. MINIER NON-MET.		
PETROLEUM & COAL PROD	-	-	-	-	-	-	-	CHARBON/PROD. PETROL.		
CHEMICAL & CHEM. PROD	-	-	-	-	-	-	-	INDUSTRIE CHIMIQUE		
MISC. MANUFACTURING	-	-	-	-	-	-	-	IND. MANUF. DIVERSES		
TOTAL	2	750	-	-	-	-	-	TOTAL		

TABLE 93--TABLEAU 93

[illegible]

TABLE 93 (CONT'D.) - TABLEAU 93 (SUITE)

REMBOURSEMENT OF UNUSED SICK LEAVE ON RETIREMENT REMBOURSEMENT DES CONGES DE MALADIE NON UTILISES AU MOMENT DE LA RETRAITE									
GROUPING	MAX. DAYS PAID VARIES WITH SENIORITY	MAX. DAYS VARY WITH CATEGORY OF EMPLOYEE	NOT SPECIFIED OR UNABLE TO DETERMINE		OTHER DISPOSITIONS		AGMTS CONV	WORKERS TRAV	GROUPE
	NBRE MAX DE JRS REMB VARIE SELON L'ANCIENNETE	MAX. JOURS REMB. VARIE SUIV. LA CATEG. D'EMPLOI	AGMTS CONV	WORKERS TRAV	NON PRECISE OU IMPOSSIBLE A DETERMINER	AGMTS CONV			
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	-	-	-	-	2	-	-	-	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	-	-	-	-	-	-	-	-	TABAC (PRODUITS)
RUBBER AND PLASTICS	-	-	-	-	-	-	-	-	CAOUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	-	-	-	-	-	-	-	-	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	-	-	-	-	-	-	-	-	TEXTILE
KNITTING MILLS	-	-	-	-	-	-	-	-	BONNETERIE
CLOTHING INDUSTRIES	-	-	-	-	-	-	-	-	IND. DU VETEMENT
WOOD INDUSTRIES	-	-	-	-	-	-	-	-	INDUSTRIES DU BOIS
FURNITURE & FIXTURES	-	-	-	-	-	-	-	-	MEUBLES
PAPER AND ALLIED	-	-	-	-	-	-	-	-	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	-	-	-	-	-	-	-	-	IMPRIM./EDIT./CONN.
PRIMARY METAL	-	-	-	-	-	-	-	-	PREM. TRANSFORM. METAUX
METAL FABRICATING	-	-	-	-	-	-	-	-	FABRIC.-PROD. METAUX
MACHINERY INDUSTRIES	-	-	-	-	-	-	-	-	MACHINERIE
TRANSPORTATION EQUIP.	-	-	-	-	-	-	-	-	FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	-	1	-	400	-	-	-	-	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	-	-	-	-	-	-	-	-	PROD. MINIERES NON-MET.
PETROLEUM & COAL PROD	-	-	-	-	-	-	-	-	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	-	-	-	-	-	-	-	-	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	-	-	-	-	-	-	-	-	IND. MANUF. DIVERSES
TOTAL	-	1	2	400	505	-	-	-	TOTAL

TABLE 94-TABEAU 94

LONG TERM DISABILITY - EMPLOYER'S CONTRIBUTION INVALIDITE A LONG TERME - CONTRIBUTION DE L'EMPLOYEUR										
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		100 PERCENT 100 POURCENT		75 TO 99 PERCENT 77 A 99 POURCENT		66 2/3 TO 74 PERCENT 66 2/3 A 74 POURCENT	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
MANUFACTURING										
IND. MANUFACTURIERES										
FOOD AND BEVERAGE	114	62 817	89	48 422	7	2 425	1	285	1	350
TOBACCO PRODUCTS	9	5 085	5	3 385	3	1 450	-	-	-	-
RUBBER AND PLASTICS	26	13 300	23	12 305	-	-	-	-	-	-
LEATHER INDUSTRIES	15	5 560	15	5 560	-	-	-	-	-	-
TEXTILE INDUSTRIES	53	27 783	50	25 308	2	1 825	-	-	-	-
KNITTING MILLS	7	1 860	7	1 860	-	-	-	-	-	-
CLOTHING INDUSTRIES	26	36 565	22	35 125	-	-	-	-	-	-
WOOD INDUSTRIES	29	48 945	19	45 890	7	2 120	1	225	1	460
FURNITURE & FIXTURES	13	3 950	13	3 950	-	-	-	-	-	-
PAPER AND ALLIED	123	67 125	37	16 120	54	32 095	2	925	19	12 160
PRINT/PUBLISH/ALLIED	20	9 975	9	3 545	2	525	-	-	-	-
PRIMARY METAL	61	62 145	35	36 380	9	9 090	-	-	-	-
METAL FABRICATING	78	27 475	66	23 250	8	2 975	-	-	-	-
MACHINERY INDUSTRIES	36	21 745	26	17 710	6	1 930	-	-	1	200
TRANSPORTATION EQUIP.	88	111 794	63	80 115	11	19 330	-	-	-	-
ELECTRICAL PRODUCTS	63	45 600	42	31 745	11	6 630	-	-	-	-
NONMETAL MINERAL PROD	31	12 915	22	9 410	3	1 440	-	-	-	-
PETROLEUM & COAL PROD	8	2 580	7	2 325	-	-	-	-	-	-
CHEMICAL & CHEM. PROD	31	13 280	21	8 000	2	815	1	550	-	-
MISC. MANUFACTURING	17	6 565	14	4 420	1	630	-	-	-	-
TOTAL	848	587 064	585	414 825	126	83 280	5	1 985	22	13 170
										TOTAL

TABLE 94 (CONT'D.) - TABLEAU 94 (SUITE)

LONG TERM DISABILITY - EMPLOYER'S CONTRIBUTION INVALIDITÉ A LONG TERME - CONTRIBUTION DE L'EMPLOYEUR										
GROUPING	MORE THAN 50 LESS THAN 66 2/3 PERCENT		50 PERCENT OR LESS		FLAT AMOUNT MONTANT FIXE		PERCENTAGE OF EMPLOYEE PAYROLL		OTHER: INCLUDES NO DETAILS	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
MANUFACTURING										IND. MANUFACTURIERES
FOOD AND BEVERAGE	1	285	3	3 240	3	1 350	-	-	9	6 450
TOBACCO PRODUCTS	-	-	-	-	-	-	-	-	1	250
RUBBER AND PLASTICS	-	-	-	-	-	-	-	-	3	995
LEATHER INDUSTRIES	-	-	-	-	-	-	-	-	-	-
TEXTILE INDUSTRIES	-	-	-	-	-	-	-	-	1	650
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-
CLOTHING INDUSTRIES	-	-	-	-	1	200	3	1 240	-	-
WOOD INDUSTRIES	-	-	-	-	-	-	-	-	1	250
FURNITURE & FIXTURES	-	-	-	-	-	-	-	-	-	-
PAPER AND ALLIED	-	-	1	1 020	3	1 425	-	-	7	3 380
PRINT/PUBLISH/ALLIED	2	480	-	-	-	-	5	3 845	2	1 580
PRIMARY METAL	-	-	-	-	-	-	-	-	17	16 675
METAL FABRICATING	-	-	1	500	-	-	-	-	2	550
MACHINERY INDUSTRIES	-	-	-	-	1	500	-	-	3	1 605
TRANSPORTATION EQUIP.	-	-	1	1 700	2	4 615	-	-	11	6 034
ELECTRICAL PRODUCTS	1	385	-	-	-	-	1	400	8	6 440
NONMETAL MINERAL PROD	-	-	1	220	-	-	-	-	5	1 845
PETROLEUM & COAL PROD	-	-	-	-	-	-	-	-	1	255
CHEMICAL & CHEM. PROD	-	-	-	-	2	620	-	-	5	3 295
MISC. MANUFACTURING	-	-	1	240	-	-	1	1 275	-	-
TOTAL	4	1 150	8	6 920	12	8 720	10	6 760	76	50 254

Union Security (Table 4)Closed Shop

Only union members will be hired. In some contracts, if no union member is available, the employer may hire non-union workers provided they join the union within a specified time.

Union Shop

All employees in the bargaining unit, as a condition of employment, must become members of the union.

Modified Union Shop

Only new employees are required to join the union. The agreement may or may not stipulate that present union members maintain such membership.

Maintenance of Membership

Employees are not compelled to join the union; however, those who do join the union must maintain their membership for the duration of the agreement as a condition of employment.

Sécurité syndicale (Tableau 4)Atelier fermé

Seuls les membres du syndicat seront embauchés. Selon certaines conventions, si aucun membre du syndicat n'est disponible, l'employeur peut embaucher des travailleurs qui ne sont pas syndiqués pourvu qu'ils adhèrent au syndicat dans une période donnée.

Atelier syndical

Tous les employés membres de l'unité de négociation doivent, pour conserver leur emploi, devenir membres du syndicat.

Atelier syndical imparfait

Seuls les nouveaux employés sont tenus de s'affilier au syndicat. La convention peut stipuler ou non que les membres actuels du syndicat doivent maintenir leur affiliation.

Maintien de l'affiliation

Les employés ne sont pas tenus d'adhérer au syndicat; toutefois, les employés qui deviennent membres du syndicat doivent, pour conserver leur emploi, maintenir leur affiliation pendant toute la période d'application de la convention.

Rand Formula (Table 5)

The Rand Formula requires all employees within a bargaining unit, whether members of the union or not, to pay union dues or an equivalent amount, as a condition of employment.

Length of Probationary Period after Hiring (Table 6)

If the probationary period is specified in the agreement as "working days", or if the period is not specified as working or calendar days, the time period is converted to calendar days.

Retention of Seniority During Illness - Other (Table 11)

In the vast majority of cases, the "other" category refers to instances where illness is not mentioned as one of the circumstances under which seniority is lost.

Seniority - Bumping (Table 12)

Bumping rights confer upon a senior employee the right to displace a junior employee when conditions require layoffs.

Notice of Layoff (Table 13)

Excludes layoff notice specifically related to technological change (see Table 80).

La Formule Rand (Tableau 5)

La formule Rand exige que tous les employés du groupe de négociation, syndiqués ou non, versent la cotisation syndicale ou une somme équivalente, comme condition d'emploi.

Durée de la période de probation (Tableau 6)

Si la convention exprime la période de probation en jours ouvrables, ou si elle ne spécifie pas s'il s'agit de jours ouvrables ou de jours civils, la durée de cette période aura été convertie en jours civils.

Conservation des droits d'ancienneté durant la maladie - autres dispositions (Tableau 11)

Dans la plupart des cas, la mention "autres dispositions" se rapporte aux instances où la maladie n'est pas citée comme une des raisons de perte des droits d'ancienneté.

Ancienneté - Déplacement (Tableau 12)

Le droit de déplacement confère à un employé jouissant d'une plus grande ancienneté, le droit d'occuper le poste appartenant à un employé qui compte moins d'années d'ancienneté lorsque les conditions exigent une mise à pied.

Avis de mise à pied (Tableau 13)

Exclut tout préavis se rapportant spécifiquement au changement technologique (voir Tableau 80).

Distribution of Work During Slack Period (Table 15)

This provision is designed to minimize the extent of layoffs in times of declining business activity and lack of work.

Severance Pay and SUB (Table 16)

Severance Pay refers to special payments made to employees separated from employment with no expectation of recall. It does not include such payments as wages owing up to the date of separation, pay in lieu of notice, pay for unused vacation credits, pension benefits and payment of the employee's equity in a savings or profit-sharing plan.

Supplementary Unemployment Benefits (SUB) refers to supplemented unemployment benefit plans approved by Canada Employment and Immigration Commission.

Special Grievance Procedure in Disciplinary or Dismissal Cases (Table 19)

In this provision, dismissal means dismissal for cause, not separation due to layoff or to any other non-disciplinary reason.

Répartition du travail durant les périodes de ralentissement de l'activité (Tableau 15)

Cette disposition a pour but de réduire au minimum les possibilités de mise à pied en périodes de ralentissement des affaires et de pénurie de travail.

Indemnité de cessation d'emploi et prestations supplémentaires de chômage (Tableau 16)

L'indemnité de cessation d'emploi est une somme versée à l'employé qui a cessé son emploi de façon définitive, sans éventualité de rappel. Cette indemnité ne comprend pas des sommes telles que les salaires dus en date de la cessation d'emploi, les sommes versées au lieu d'avis de mise à pied ou de crédits de vacances inutilisés; le remboursement de sommes versées au fonds de pension, d'épargnes ou de contributions aux régimes de participation aux bénéfices.

Les prestations supplémentaires de chômage relèvent d'un régime d'assistance supplémentaires approuvé par le ministère Emploi et Immigration Canada, visant les employés en chômage.

Procédure particulière d'examen des griefs dans les cas de sanctions disciplinaires et de congédiement (Tableau 19)

Cette disposition vise les congédiements pour cause et non pas les cas de mise à pied ou tout autre cas non disciplinaire.

Arbitration - Number of Arbitrators (Table 22)

Includes agreements permitting a choice of either a single arbitrator or a panel of arbitrators.

Premium Rates for Work on Paid Holidays (Table 34)

In some cases workers may receive time off instead of a cash payment for overtime work performed on paid holidays. In all cases it is understood that the premium pay is in addition to holiday pay.

Guaranteed Employment or Earnings (Table 35)

This provision ensures the employee against loss of earnings in circumstances beyond his control. Usually the guarantee is for a certain number of hours, days or weeks. Excludes Supplemental Unemployment Benefit Plans.

Cost of Living Allowance (COLA) (Table 40)

Includes provisions stipulating payments designed to protect wages from inflation. Usually, these consist of "escalator" type clauses whereby payments are directly related to increases in the cost of living as measured by the CPI. The most common formulae provide for adjustments based on cents per point, percent per percent and cents per percent movement in the index. Also included are COLA clauses which provide for guaranteed payments not related to changes in the CPI, and COLA clauses which are inoperative.

Arbitrage - nombre d'arbitres (Tableau 22)

Comprend les conventions prévoyant le choix soit d'un arbitre unique ou d'un groupe d'arbitres.

Prime pour le travail effectué les jours fériés payés (Tableau 34)

Dans certains cas, les travailleurs peuvent recevoir un congé payé au lieu d'un montant d'argent pour le travail supplémentaire effectué un jour férié payé. Dans tous les cas, il est entendu que la prime est accordée en sus de la rémunération du jour férié.

Garantie d'emploi ou de rémunération (Tableau 35)

A l'exclusion des régimes de prestations supplémentaires de chômage; cette disposition protège l'employé contre la perte de rémunération dans des circonstances indépendantes de sa volonté. Habituellement, la rémunération est garantie pour un certain nombre d'heures, de jours ou de semaines.

Indemnité de vie chère (IVC) (Tableau 40)

Comprend les dispositions visant les versements destinés à contrer l'effet de l'inflation sur les salaires. Habituellement il s'agit de clauses à paliers où les versements sont directement reliés aux augmentations du coût de la vie tel que déterminé par l'IPC. Les formules les plus fréquentes prévoient des ajustements basés sur des augmentations de cents par point, pourcentage pour pourcentage et cents par pourcentage de déplacement de l'index. Egalement comprises dans les dispositions de l'IVC sont les versements garantis mais non reliés aux variations de l'IPC et les dispositions inopérantes.

Clothing and Uniforms (Table 68)

The company pays all or part of the cost of required special clothing and uniforms. The company may also pay all or part of the cost of laundry services.

Moonlighting (Table 81)

Moonlighting is a term applied to the simultaneous holding of more than one paid employment by a worker, e.g., a full-time job and a second supplementary job with another employer or self-employment.

"Other" category consists primarily of cases where moonlighting is permitted while the employee is on leave of absence.

Contracting-out (Table 82)

Contracting-out (Subcontracting) is the practice of having certain steps in a manufacturing process, plant maintenance, or other work function performed by outside contractors using their own work forces.

Older or Handicapped Workers (Table 84)

These clauses facilitate the continued employment of workers whose capacity has been impaired by advancing age or injury, as well as those who wish to remain past the normal retirement age.

Vêtements et uniformes (Tableau 68)

L'employeur acquitte, dans sa totalité ou en partie, le coût des vêtements spéciaux et uniformes requis. L'employeur assure aussi le nettoyage sans frais ou à frais partagés.

Double emploi (Tableau 81)

Ce terme s'applique lorsqu'un employé occupe plus d'un poste rémunéré à la fois, p. ex., un poste à plein temps et un poste d'appoint auprès d'un autre employeur, ou un travail à son propre compte.

La catégorie "Autres" comprend surtout les cas où le double-emploi est permis pendant toute période de congé autorisé.

Contrats à forfait (Tableau 82)

Pratique consistant à faire effectuer certaines étapes du processus de fabrication, de l'entretien de l'établissement ou d'autres tâches par des entrepreneurs de l'extérieur qui se servent de leur propre main-d'oeuvre.

Travailleurs âgés et(ou) handicapés (Tableau 84)

Cette disposition facilite l'emploi continu de travailleurs dont la capacité est diminuée parce qu'ils avancent en âge ou ont subi des blessures et des travailleurs qui désirent conserver leur emploi après l'âge normal de la retraite.

